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ABSTRACT

Basic statistics on degree distribution, type of employment, training and credentials, responsibilities, distribution of specialties and disciplines, and demographic characteristics of new hire faculty and continuing faculty at U.S. medical schools from 1968-1978 are presented. The emphasis is on faculty who received their first medical school appointment between 1968 and 1978. Five sections focus on: overview (number of faculty, nature of employment, rank distribution, degree distribution, and departmental distribution); demographic characteristics (number of faculty, gender, degree, age, ethnic identification, and citizenship by gender); credentials (education and training, post doctoral awards, and specialties and disciplines); current responsibilities and previous professional activities of new hire faculty; and geographic distribution (number of medical schools, accession of new hires in public and private schools, accession of new hires in new and established schools, new hires and school maturation, research training, regional distribution, and retention of new hire faculty). Statistics include: the total faculty more than doubled over the 11-year period, but a decrease in the number of new hire faculty began in 1976; women faculty constituted an increasing fraction of new faculty; the percent of new hire black faculty decreased while that of new Asian faculty increased; and recruitment of new faculty at individual schools substantially increased. Five appendices are: public and private school listing; definition of terms; appendix of variables; previous and current faculty roster forms; and 9 references. (SM)

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TRENDS IN MEDICAL SCHOOL FACULTY CHARACTERISTICS

NEW FACULTY AND CONTINUING FACULTY

1968 - 1978

ASSOCIATION OF AMERICAN MEDICAL COLLEGES
One Dupont Circle, N.W.
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TRENDS IN MEDICAL SCHOOL FACULTY CHARACTERISTICS

NEW FACULTY AND CONTINUING FACULTY

1968-1978

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December 1980

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EXECUTIVE SUMMARY

This report provides basic statistics on degree distribution, type of employment, training and credentials, responsibilities, distribution of specialties and disciplines and demographic characteristics of new hire faculty and continuing faculty from 1968 to 1978.

The faculty is divided between those who received their first faculty appointment in a given year (new hire faculty), and those faculty who received their first faculty appointment in any previous year (base faculty). The new hire faculty characteristics are compared to the base faculty for each year and the changing characteristics of the new hire fauclty from one year to another are presented on a yearly basis.

There are more similarities than dissimilarities in the general characteristics of each group. The most apparent differences are:

- The total faculty has more than doubled over the eleven-year period but a decrease in the number of new hire faculty is noted beginning in 1976.
- A greater percent of new hire faculty hold an M.D. degree in the more current years, a lesser percent hold a Ph.D. degree.
- Full-time appointments are held by over 85 percent of the new hire faculty for all years; however, there is an increase in new hire faculty with affiliated positions in the more recent years.
- Departments which show the highest increase in faculty are Family Practice, Anesthesiology, Orthopedic Surgery and Radiology.
- Women faculty constitute an increasing fraction of new faculty.
- The percent of new hire black fauclty has

decreased while the percent of new Asian faculty has increased. Less than one percent increases have occurred in the other minority groups.

- Foreign new hires have increased and in 1976 comprised 20 percent of the new hire faculty.
- Research fellowships to M.D. new hire faculty have decreased and research fellowships to Ph.D. faculty have increased.
- Recruitment of new faculty at individual schools has also substantially increased, from an average of 20 new faculty per school in 1968 to 30 new faculty per school in 1976.
- The retention rate of new hire faculty is decreasing with over 30 percent departing after 3 - 4 years.

INTRODUCTION

Activities have diversified over the past thirty years at U.S. medical schools to meet the additional responsibilities of the overall health needs of the nation. The medical schools have progressed from institutions of education to large, complex medical centers. Not only have the schools enlarged in scope but also in number. In 1968, there were 99 accredited and provisionally accredited medical schools and in 1978, this number had increased to 125. During this same period of time, undergraduate student enrollment increased by 75% and salaried medical school faculty increased from 27,996 in 1968 to 51,075 in 1978. Since 1978 an additional medical school has enrolled its charter class,bringing the total number of medical schools in 1980 to 126.

The AAMC has prepared a series of descriptive studies of the characteristics of medical school faculty on an almost annual basis since 1975. The most recent study, "Comparison of Characteristics of U.S. Medical School Salaried Faculty in the Past Decade, 1968-1978," was published in 1979. The focus of the report was to compare characteristics of the full-time faculty over two points in time, 1968 and 1978.

The emphasis of the current report is faculty who have received their first medical school appointment (New Hires) in the past eleven years -- 1968 through 1978. The objective is to compare, with selected variables, the new faculty to the base faculty for a given year. It is our intention to note the similarities and dissimilarities among the new hires in each of the years and for selected variables to contrast them with the existing (Base) faculty.

For the total full-time salaried faculty, new hire and base, the report presents statistics on demographic characteristics, educational training and professional employment. For the new hires, the report also contains data on the retention rate and the employment distribution by region and by public and private school.

The variables were selected to focus on the similar and dissimilar characteristics of the newly hired faculty versus the base faculty over the past decade. They include the age of new hire and base faculty; the gender of new hire and base faculty; the percent of new hire and base faculty by degree; by basic and clinical department; location of degree, U.S. or foreign; by teaching and research responsibility; the distribution of the full-time M.D. new hire faculty by length of time between receiving an M.D. degree and a first appointment; length of time new hire members are remaining on the faculty at any medical school; and the employment pattern of new hire faculty, by region and by public and private institution.

Medical school full-time faculty characteristics have traditionally remained quite steady, however, in this trend analysis, slight variations, which may or may not be significant for the future, are noted. The Executive Summary of this report highlights the most obvious indications of change.

It should be noted that data throughout the study show an increase in new hires in 1973 that is due to Mayo Medical School's change in status that year. All of their faculty, regardless of experience, received a first appointment year of 1973.

METHODOLOGY

All data reported in the study have been derived from the AAMC Faculty Roster System. This computer-based system, designed to collect data on all salaried faculty at U.S. medical schools, is the unique source of data on that population.

In addition to targeted studies such as this report, the data base is used to generate:

- reports to the medical schools on selected data items, prepared annually or upon request;
- selected data for the Institutional Profile System of AAMC;
- responses to specific requests for information from other offices of the Association, as well as from outside agencies; and
- data for other national surveys.

Data Collection Procedures

The Faculty Roster data base is a dynamic system, continually updated to reflect the most current status of medical school faculty. The data base is maintained through voluntary participation of the medical schools. Each school appoints a faculty roster representative from its staff. This representative reports information on all salaried faculty at that school to the Roster. (Volunteer faculty are reported at the School's option.) The information reported is acquired by administering special questionnaires on forms designed and provided by the AAMC when a faculty member receives an initial appointment, experiences a change in status with respect to the data items collected for the Roster, or becomes inactive. The forms are then forwarded to the Faculty Roster staff at AAMC for processing.

Upon receipt of the forms, the Faculty Roster staff edits and codes the data and interactively enters it onto the data base, thus initiating a Faculty Roster record for each new faculty member or updating a record for an existing faculty member. Finally, the staff produces a form which displays the faculty member's record as it appears on the data base and returns this form to the reporting school for its use in maintaining accurate faculty records.

History of the Data Base

Faculty Roster data have been collected since 1966. From 1966-1972, with the exception of 1969-1970 when there was no collection, all data were collected annually. Beginning in 1973, the data collection process became a continuous process, as described above.

The format of the questionnaire has also changed since 1966. The first change occurred in 1972 and the most recent in 1978. Copies of both forms are in Appendix (D) of this report. As a result of the 1978 format changes, a conversion was performed on the data base in order that all records would be in the new format. During that process, some 5,000 pre-1972 records which lacked initial appointment or termination dates were purged from the system. These records had been entered into the system prior to the extensive editing process instigated in 1972 and did not provide sufficient data for inclusion in statistical analysis.

Validity of the Data Base

Although the Faculty Roster System is designed to contain current data on all salaried U.S. medical school faculty and all schools are encouraged to report regularly, the currency and completeness of the data from the schools vary. Many schools do report all data regularly; others report all data at irregular intervals; other schools report only selected items or on select faculty.

These reporting inconsistencies at any given point in time result in varying degrees of accuracy and completeness in the master file. A study conducted by the AAMC in 1977 to determine the level of inconsistency in the Faculty Roster System found that:

> As of 1977...the FRS contained information for approximately 85 percent of the population of salaried medical school faculty in the United States. It has better coverage for full-time faculty than for part-time faculty....Finally, the information carried by the FRS is approximately 95 percent accurate, with the highest accuracy in demographic data and the lowest accuracy in current activity data items.*

Limitation of the Study

As this report is primarily concerned with newly hired faculty for each of the eleven years, the more current the year the less complete is the data. In particular, twenty-three schools have not reported their new faculty to the Roster for 1978. For 1977 six schools did not report any new faculty. Throughout the text, indications of this limitation are noted. Insofar as can be determined, data is complete through 1976. This limitation does not necessarily preclude drawing inferences of trends in faculty characteristics, since for most variables the distributions are not biased. It does serve to alert the reader, however, against the use of the reported numbers as precise counts.

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* "Estimates for Accuracy and Completeness of AAMC Faculty Roster System Data," December 1977.

Data Selection and Processing

This study of the characteristics of newly hired faculty was accomplished in multiple steps.

1) The data base, which is continually changing through additions, updates, and deactivations, was "rolled-back" to January 1 of the years 1968 to 1978. This roll-back procedure, developed for research purposes, was used to build a roll-back file for each year of the study. This procedure examined every faculty member on the current data base, whether presently active or inactive. If the individual was active on January 1 of the year under study, that record was included on that year's roll-back file and examined more closely. If the individual had transferred, changed departmental assignment, received research training, etc. since the roll-back date, the record was modified to appear on the roll-back file as it actually had appeared on January 1 of the target year.

2) After being identified and counted, all volunteer faculty, faculty with invalid or inconsistent appointment data, and all part-time salaried faculty were excluded from further study along with faculty whose part-time/full-time status was unknown.

3) The remaining full-time salaried faculty were divided into two groups: a) Base Faculty - defined as those with a year of first appointment prior to the roll-back year and b) New Hires - defined as those with a year of first appointment equal to the roll-back year.

4) Two corresponding sets of data items to be studied were developed. The first was used in studying the characteristics of New Hires compared to Base Faculty for each roll-back year.

The second was used to study only the New Hires for all of the roll-back years.

5) Study files were built containing only these data items for the appropriate groups. These files were then processed, using standard statistical procedures.*

6) All tables and graphs were studied for inferences which could be interpreted incorrectly due to an artifact of the data collection procedure and were formatted for consistency to provide the reader with ease of comparison.

7) The tables and graphs have been studied to identify significant trends; the results of this study provide the basis of the text for the report.

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* Appendix C contains a chart showing the variables which appear on each table and the accession questionnaire item number from which the data were derived, and any conversions performed on the data.

I. OVERVIEW

Number and Employment Status of Total Faculty

The focus of this report are the individuals who first joined a U.S. medical school faculty on a full-time basis in the years 1968-69 through 1978-79. In order to place this group of faculty in context, data are also reported for faculty who continued as full-time faculty in these same years. Table 1 provides the total number of active faculty, volunteer faculty, and salaried full- and part-time faculty, for each of the years.

The number of active faculty in the 1968 academic year was 27,996. By 1978, this number had grown to 51,075, an increase of 82.4 percent. Although volunteer faculty may be a prominent component source of the faculty at a number of medical schools, they are not, in the majority of cases, reported to the Faculty Roster. Therefore, the small numbers shown on Table 1 are not representative of the actual number of volunteer faculty at medical schools. These volunteer faculty and the faculty for whom data were invalid or inconsistent are excluded hereafter from this report.

Figure 1 shows the leveling off of total full-time salaried faculty and Figure 2 shows an apparent decline in the percent of new hire faculty being appointed at medical schools since 1975.*

Part-time new hire faculty at the medical schools comprised 11.2 percent of the total salaried new hire faculty in 1968 and increased to 14.6 percent of the total new hire faculty in 1975. (Table 2) The years 1976, 1977 and 1978 show a decline, however this may be a result of the lack of reporting by the schools. The increase in the number of part-time faculty from 1968 to 1978 is 2,362.

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*Data from the medical schools reporting newly hired faculty is not as complete for 1977 or 1978 as it is for previous years, and the trends may be exaggerated by this artifact.

Volunteer faculty are only reported to the Roster for a dozen schools, therefore no analysis of that group is feasible. However, even within this small group of reporting schools, the increase is easily noted from approximately 400 volunteer faculty in 1968 to over 2,000 in 1978. (Table 1)

Table 1 provides the number of part-time faculty by year and Table 2 provides the number and percent of the part-time faculty by the nature of their employment -- salaried by the medical school or an affiliated institution.

Nature of Employment of New Hire Faculty

Table 3 shows the distribution of the full-time new hire faculty by their nature of employment at the medical school. There has been very little change in the distribution of faculty appointments in strict full-time or geographic full-time categories, but more of the strict full-time faculty have been appointed at affiliated institutions in recent years. These strict "full-time affiliated" faculty appointments were only 10.3 percent of new appointments in 1968, but 15.0 percent in 1978. (Figure 3)

Rank Distribution of New Hire, Base and Total Faculty

Because historical data on rank have not been maintained in the data base until recently, it is impossible to review trends in faculty rank, thus, there is only one table (Table 4) and one figure (Figure 4) in this report that provide rank information. The rank distribution of the total faculty, base faculty and that of the newly hired faculty is shown for 1977-78.

Degree Distribution of New Hire and Base Faculty

The distribution of full-time new hire and base faculty by their highest degree is displayed in Table 5. The M.D./Ph.D. group of faculty has increased from 3.6 percent of the new hire faculty in 1968 to 4.6 percent in 1978, while the M.D./Ph.D.

base faculty has slowly decreased. M.D. faculty were 52.9 percent of new hires in 1968, 64.2 percent in 1976 and 62.3 percent in 1977. However, M.D. base faculty were 59.8 percent of existing faculty in 1968 and in 1977 they were 58.8 percent with little variation in the intervening years. Therefore, it would appear that new hire M.D. faculty are replacing departing M.D. faculty, as opposed to increasing the percent of faculty who are M.D.'s. (As mentioned in the Note to the Reader, 1973 shows, throughout this study, a rise in M.D. statistics due to the entrance of Mayo Medical School in that year.)

Ph.D. faculty have made up approximately one-fourth of new faculty over the entire time period, however, the fraction of new hires with a Ph.D. has declined slightly over the period from 1968 to 1978. The fraction of base faculty with a Ph.D. has increased slowly over the same period. The new hire Ph.D.'s are increasing the total number of Ph.D. faculty and not just replacing Ph.D. faculty who have terminated. (Figure 5)

There has been a relative decline in non-doctoral full-time new hire faculty from a high of 13.3 percent in 1968 to 9.9 percent in 1978.

Departmental Distribution of New Hire and Base Faculty

The departmental distribution of full-time new hire and base faculty is shown on Table 6. The percent of new hire and base faculty for all basic departments has shown a consistent decline over the eleven-year period.

In the clinical departments Family Practice shows a substantial increase in the percentage of new hires and base faculty as increased emphasis was place on it after it became a certifiable specialty in 1970.

To examine overall departmental growth, the following table provides the difference in the number of faculty within a department in 1968 and in 1978. (Example: The department of Anatomy in 1978 showed 895 full-time faculty -- in 1978 the department showed 1437 -- the increase was 542 full-time faculty.)

Increase in Number of Full-Time Faculty
By Department, 1968 to 1978

Department	Number in 1968	Increase by 1978	Percent Growth
Anatomy	895	542	61%
Biochemistry	1040	563	54%
Microbiology	748	492	66%
Pathology	1554	1129	73%
Pharmacology	650	492	76%
Physiology	921	545	59%
Other Basic	264	263	99%
Anesthesiology	599	885	148%
Dermatology	134	94	70%
Family Practice	96	719	749%
Internal Medicine	3523	3959	112%
Neurology	443	469	106%
OB/Gyn	659	651	99%
Ophthalmology	268	280	104%
Orthopedic Surgery	161	252	157%
Otolaryngology	196	179	91%
Pediatrics	1727	1689	98%
Physical Med. & Rehabilitation	289	172	60%
Psychiatry	1936	1851	96%
Public Health	585	411	70%
Radiology	997	1398	140%
Surgery	1626	1500	92%
Other Clinical	1	56	5600%

TABLE 1

NUMBER AND EMPLOYMENT STATUS OF TOTAL MEDICAL SCHOOL FACULTY 1968-1978

NUMBER OF FACULTY	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
Total Salaried Faculty (Base)	21333	24018	2688	30112	32883	34869	37342	39195	40684	41606	42631
Full-time	18300	20671	23198	26034	28413	30280	32492	34118	35493	36410	37430
Part-time	2771	3087	3428	3855	4258	4385	4650	4876	5029	5048	5058
Full/Part-time Unknown	262	260	255	223	212	204	200	201	162	148	143
Total Salaried New Hires	2355	2521	2993	3630	3772	4363	4178	4383	4123	3778	2913
Full-time	2057	2203	2604	3124	3238	3784	3575	3717	3563	3330	2567
Part-time	264	280	346	454	496	541	573	640	530	432	336
Full/Part-time Unknown	34	38	43	52	38	38	30	26	30	16	10
Total Salaried Faculty	23688	26539	29874	33742	36655	39232	41520	43578	44807	45384	45544
Full-time	20357	22874	25802	29158	31651	34064	36067	37835	39056	39740	39997
Part-time	3035	3367	3774	4309	4754	4926	5223	5516	5559	5480	5394
Full/Part-time Unknown	296	298	298	275	250	242	230	227	192	164	153
Volunteer Faculty	413	526	688	906	1161	1609	2057	2545	2888	2056	2273
Salaried Faculty excluded due to invalid or inconsistent data	3895	4630	5334	4489	3777	3536	3464	3433	3321	3259	3258
TOTAL NUMBER OF ACTIVE FACULTY	27996	31695	35896	39137	41593	44377	47041	49556	51016	50699	51075
Number of Medical Schools	99	101	103	108	111	114	114	114	116	120	123*

*Includes provisionally accredited and accredited schools except two new schools (School of Medicine at Morehouse College and Oral Roberts University School of Medicine) who had not reported their faculty to AAMC as of April 1980. The actual number of medical schools in 1978-79 was 125.

Figure 1

NUMBER OF TOTAL, SALARIED AND FULL-TIME FACULTY 1968-1978

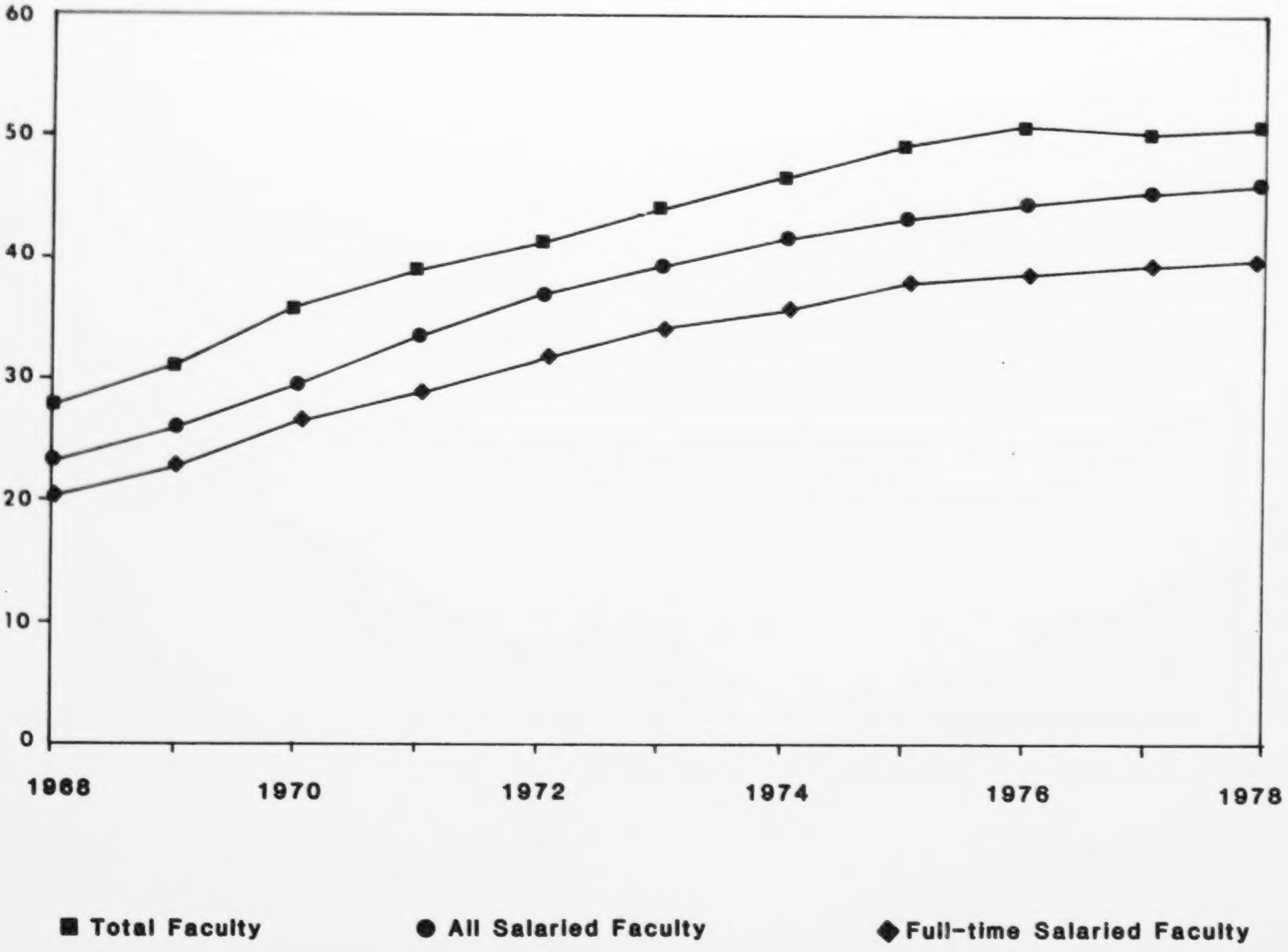
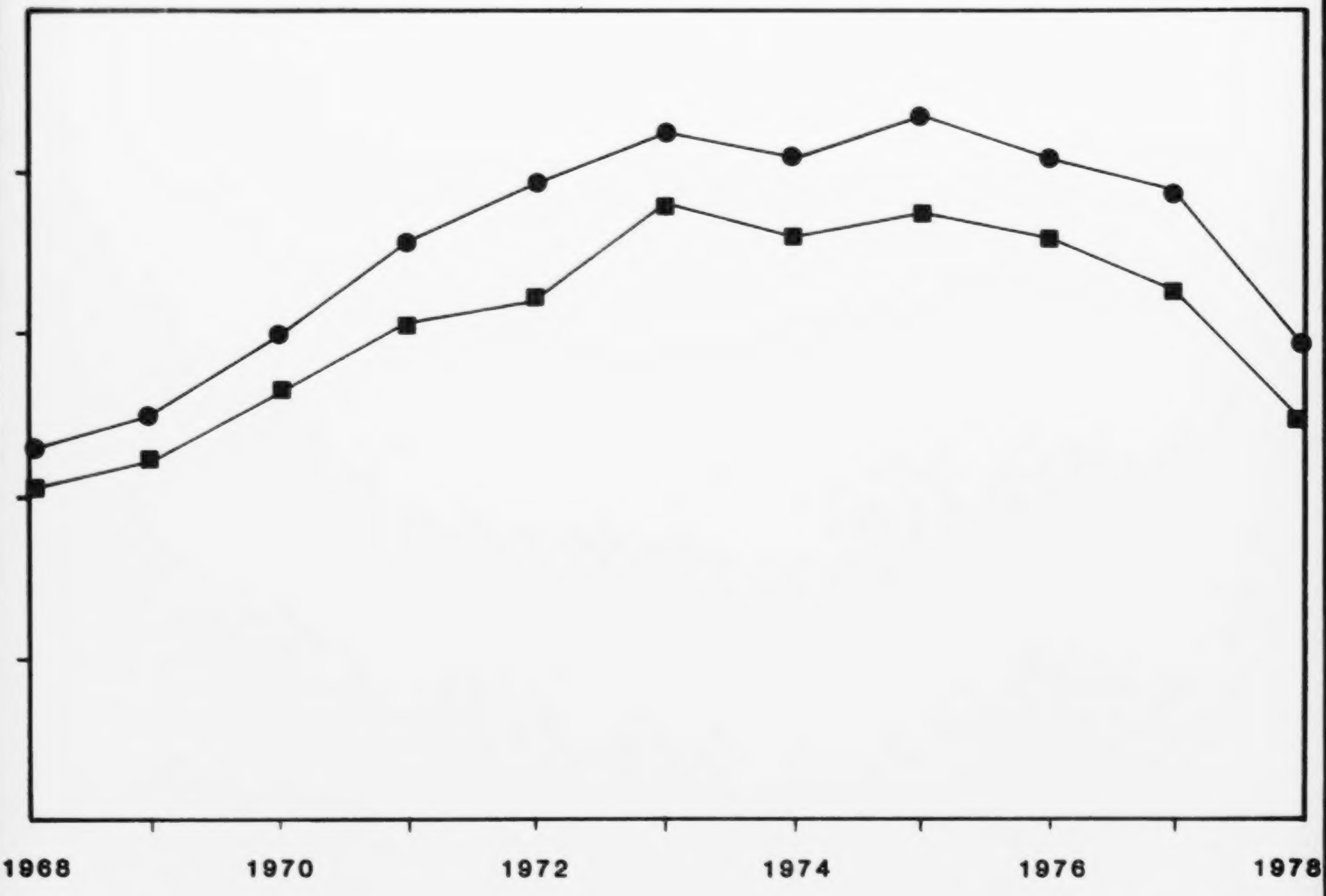


Figure 2

FULL-TIME NEW HIRE FACULTY



● Total Salaried New Hires ■ Full-time New Hires

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TABLE 2

NUMBER AND PERCENT OF TOTAL NEW HIRES AND BASE FACULTY BY NATURE OF EMPLOYMENT 1968-1978

NATURE OF EMPLOYMENT	1968				1969				1970				1971				1972			
	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty
Number of Faculty	2355	100.0	21333	100.0	2521	100.0	24018	100.0	2993	100.0	26881	100.0	3630	100.0	30112	100.0	3772	100.0	32883	100.0
Strict Full-Time Faculty																				
Medical School	1515	64.3	12847	60.1	1575	62.5	14452	60.2	1853	61.9	16169	60.2	2203	60.7	18021	59.8	2247	59.6	19593	59.6
Affiliate	212	9.0	1775	8.3	258	10.2	2073	8.6	293	9.8	2430	9.0	396	10.9	2847	9.5	443	11.7	3239	9.8
Geographic Full-Time Faculty																				
Medical School	234	9.9	2814	13.2	259	10.3	3155	13.1	323	10.8	3481	13.0	367	10.1	3889	12.9	355	9.4	4189	12.7
Affiliate	74	3.2	690	3.2	91	3.6	799	3.3	113	3.8	919	3.4	139	3.8	1073	3.6	155	4.1	1203	3.7
Full-Time Status Unknown	22	.9	174	.8	20	.8	192	.8	22	.7	199	.7	19	.5	204	.7	38	1.0	189	.6
Subtotal Full-Time Faculty	*2057*	*87.3*	*18300*	*85.8*	*2203*	*87.4*	*20671*	*86.0*	*2604*	*87.0*	*23198*	*86.3*	*3124*	*86.0*	*26034*	*86.5*	*3238*	*85.8*	*28413*	*86.4*
Part-Time Faculty																				
Medical School	132	5.6	1702	8.0	159	6.3	1868	7.8	235	7.9	2091	7.8	275	7.6	2416	8.0	345	9.2	2708	8.2
Affiliate	96	4.1	731	3.4	82	3.3	861	3.6	86	2.9	964	3.6	148	4.1	1072	3.6	140	3.7	1202	3.6
Part-Time Status Unknown	36	1.5	338	1.6	39	1.5	358	1.5	25	.8	373	1.4	31	.9	367	1.2	11	.3	348	1.1
Subtotal Part-Time Faculty	*264*	*11.2*	*2771*	*13.0*	*280*	*11.1*	*3087*	*12.9*	*346*	*11.6*	*3428*	*12.8*	*454*	*12.5*	*3855*	*12.8*	*496*	*13.2*	*4258*	*12.9*
Employment Type Unknown	34	1.5	262	1.2	38	1.5	260	1.1	43	1.4	255	.9	52	1.4	223	.7	38	1.0	212	.7

Percentages may not add up to 100.0 due to rounding.

TABLE 2 (continued)

NUMBER AND PERCENT OF TOTAL NEW HIRES AND BASE FACULTY BY NATURE OF EMPLOYMENT 1968-1978

1973				1974				1975				1976				1977				1978			
Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty
4363	100.0	34869	100.0	4178	100.0	37342	100.0	4383	100.0	39195	100.0	4123	100.0	40684	100.0	3778	100.0	41606	100.0	2913	100.0	42631	100.0
2768	63.4	20765	59.6	2461	58.9	22355	59.9	2523	57.6	23306	59.4	2427	58.9	24076	59.2	2317	61.3	24767	59.5	1805	61.9	25614	60.1
456	10.5	3629	10.4	551	13.2	3953	10.5	612	14.0	4314	11.0	550	13.3	4666	11.4	497	13.2	4837	11.6	386	13.2	5025	11.8
350	8.0	4339	12.4	376	9.0	4480	12.0	381	8.7	4687	12.0	385	9.3	4875	12.0	344	9.1	4941	11.9	291	10.0	4987	11.7
185	4.2	1338	3.8	143	3.4	1491	4.0	164	3.7	1578	4.0	165	4.0	1639	4.0	137	3.6	1664	4.0	66	2.3	1703	4.0
25	.6	209	.6	44	1.1	213	.6	37	.8	233	.6	36	.9	237	.6	35	.9	201	.5	19	.7	101	.2
3784	*86.7*	*30280*	*86.8*	*3575*	*85.6*	*32492*	*87.0*	*3717*	*84.8*	*34118*	*87.1*	*3563*	*86.4*	*35493*	*87.2*	*3330*	*88.1*	*36410*	*87.5*	*2567*	*88.1*	*37430*	*87.8*
373	8.6	2868	8.2	444	10.6	3079	8.3	487	11.1	3314	8.4	414	10.0	3480	8.6	326	8.6	3550	8.5	275	9.4	3574	8.4
164	3.7	1245	3.6	127	3.0	1339	3.6	147	3.4	1371	3.5	112	2.7	1385	3.4	102	2.7	1351	3.2	60	2.1	1359	3.2
4	.1	272	.8	2	.1	232	.6	6	.1	191	.5	4	.1	164	.4	4	.1	147	.4	1	*	125	.3
541	*12.4*	*4385*	*12.6*	*573*	*13.7*	*4650*	*12.5*	*640*	*14.6*	*4876*	*12.4*	*530*	*12.8*	*5029*	*12.4*	*432*	*11.4*	*5048*	*12.1*	*336*	*11.5*	*5058*	*11.9*
38	.9	204	.6	30	.7	200	.5	26	.6	201	.5	30	.8	162	.4	16	.5	148	.4	10	.4	143	.3

*Less than 0.1 percent.

Percentages may not add up to 100.0 due to rounding.

TABLE 3

NUMBER AND PERCENT OF FULL TIME NEW HIRE FACULTY BY NATURE OF EMPLOYMENT, 1968-1978

NATURE OF EMPLOYMENT	FULL-TIME NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Strict Full-Time Faculty																						
Medical School	1515	73.7	1575	71.5	1853	71.2	2203	70.5	2247	69.4	2768	73.2	2461	68.8	2523	67.9	2427	68.1	2317	69.6	1805	70.3
Affiliate	212	10.3	258	11.7	293	11.3	396	12.7	443	13.7	456	12.1	551	15.4	612	16.5	550	15.4	497	14.9	386	15.0
Geographic Full-Time Faculty																						
Medical School	234	11.4	259	11.8	323	12.4	367	11.7	355	11.0	350	9.2	376	10.5	381	10.3	385	10.8	344	10.3	291	11.3
Affiliate	74	3.6	91	4.1	113	4.3	139	4.4	155	4.8	185	4.9	143	4.0	164	4.4	165	4.6	137	4.1	66	2.6
Full-Time Status Unknown	22	1.1	20	.9	22	.8	19	.6	38	1.2	25	.7	44	1.2	37	1.0	36	1.0	35	1.1	19	.7
TOTAL	2057	100.0	2203	100 0	2604	100.0	3124	100.0	3238	100.0	3784	100.0	3575	100.0	3717	100.0	3563	100.0	3330	100.0	2567	100.0

Percentages may not add up to 100.00 due to rounding.

Figure 3

PERCENT DISTRIBUTION OF FULL-TIME NEW HIRES BY NATURE OF EMPLOYMENT

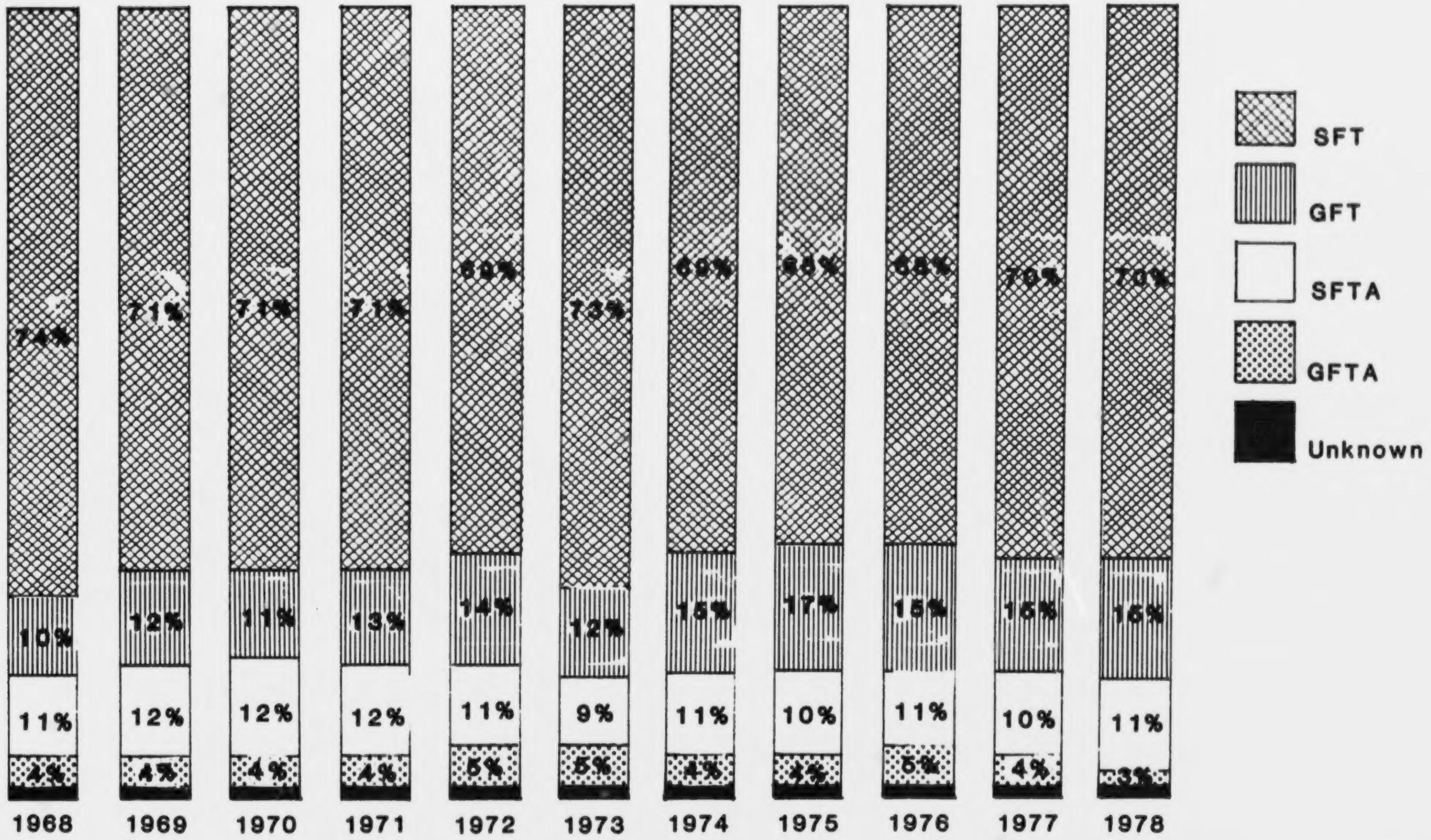


TABLE 4

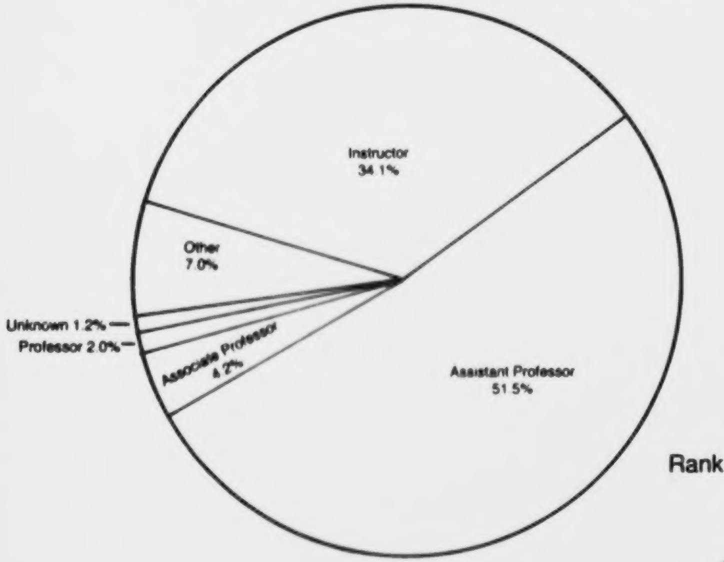
NUMBER AND PERCENT DISTRIBUTION OF NEW HIRE, BASE AND TOTAL FULL-TIME FACULTY BY RANK 1977-78

RANK	1977-1978					
	New Hires		Base Faculty		Total Faculty	
	Number	Percent	Number	Percent	Number	Percent
Professor	66	2.0	10558	27.9	10624	25.8
Associate Professor	140	4.2	9201	24.3	9341	22.7
Assistant Professor	1715	51.5	12750	33.7	14465	35.2
Instructor	1135	34.1	3816	10.1	4951	12.0
Other	233	7.0	1060	2.8	1293	3.1
None	41	1.2	446	1.2	487	1.2
TOTAL	3330	100.0	37831	100.0	41161	100.0

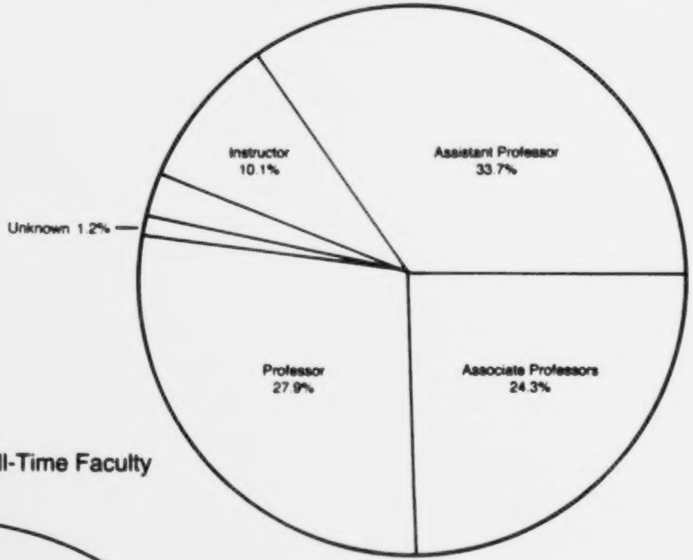
Percentages may not add up to 100.0 due to rounding.

Figure 4

Rank Distribution of Full-Time New Hires 1977-1978



Rank Distribution of Base Full-Time Faculty 1977-1978



Rank Distribution of Total Full-Time Faculty 1977-1978

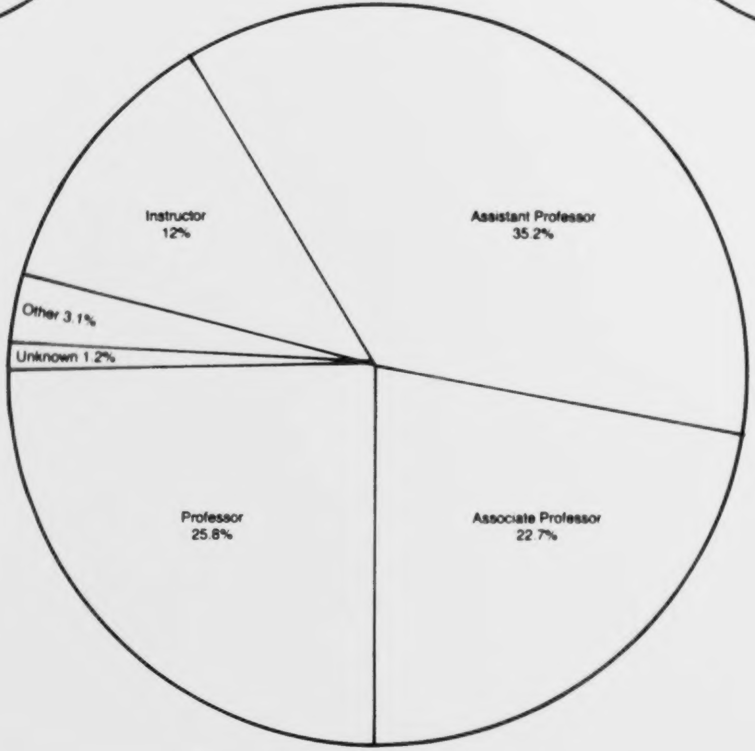


TABLE 5

NUMBER AND PERCENT OF FULL-TIME NEW HIRE AND BASE FACULTY BY DEGREE 1968-1978

DEGREE	FULL-TIME FACULTY BY YEAR																							
	1968				1969				1970				1971				1972				1973			
	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty
M.D./Ph.D.	73	3.6	1158	6.3	70	3.2	1270	6.1	99	3.8	1376	5.9	68	2.2	1513	5.8	90	2.8	1570	5.5	111	2.9	1640	5.4
M.D.	1089	52.9	10939	59.8	1205	54.7	12205	59.1	1401	53.8	13591	58.6	1814	58.1	15125	58.1	1769	54.6	16519	58.1	2327	61.5	17503	57.8
Ph.D.	574	27.9	4738	25.9	608	27.6	5441	26.3	727	27.9	6203	26.7	817	26.1	7036	27.0	902	27.9	7752	27.3	893	23.6	8443	27.9
O.H.D.	39	1.9	139	.8	20	.9	187	.9	22	.9	208	.9	26	.8	232	.9	30	.9	243	.9	41	1.1	260	.9
Non-Doctoral	273	13.3	1244	6.8	283	12.9	1478	7.2	333	12.8	1719	7.4	372	11.9	2012	7.7	414	12.8	2196	7.7	397	10.5	2290	7.5
No/Unknown Degree	9	.4	82	.4	17	.7	90	.4	22	.8	101	.5	27	.9	116	.5	33	1.0	133	.5	15	.4	144	.5
TOTAL	2057	100.0	18300	100.0	2203	100.0	20671	100.0	2604	100.0	23198	100.0	3124	100.0	26034	100.0	3238	100.0	28413	100.0	3784	100.0	30280	100.0

DEGREE	FULL-TIME FACULTY BY YEAR																			
	1974				1975				1976				1977				1978			
	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty
M.D./Ph.D.	106	3.0	1687	5.2	114	3.1	1716	5.0	118	3.3	1734	4.9	109	3.3	1788	4.9	117	4.6	1806	4.8
M.D.	2039	57.0	18913	58.2	2261	60.8	19848	58.2	2287	64.2	20758	58.5	2073	62.3	21416	58.8	15'2	58.9	22075	59.0
Ph.D.	902	25.2	9083	27.9	894	24.1	9590	28.1	775	21.8	10010	28.2	782	23.4	10245	28.1	644	25.1	10593	28.3
O.H.D.	44	1.2	287	.9	39	1.0	307	.9	40	1.1	325	.9	32	1.0	337	.9	24	.9	350	.9
Non-Doctoral	453	12.7	2376	7.3	381	10.3	2500	7.3	323	9.1	2498	7.0	320	9.6	2460	6.8	254	9.9	2456	6.6
No/Unknown Degree	31	.9	146	.5	28	.7	157	.5	20	.5	168	.5	14	.4	164	.5	16	.6	150	.4
TOTAL	3575	100.0	32492	100.0	3717	100.0	34118	100.0	3563	100.0	35493	100.0	3330	100.0	36410	100.0	2567	100.0	37430	100.0

Percentages may not add up to 100.0 due to rounding.

Figure 5

FULL TIME FACULTY BY DEGREE TYPES

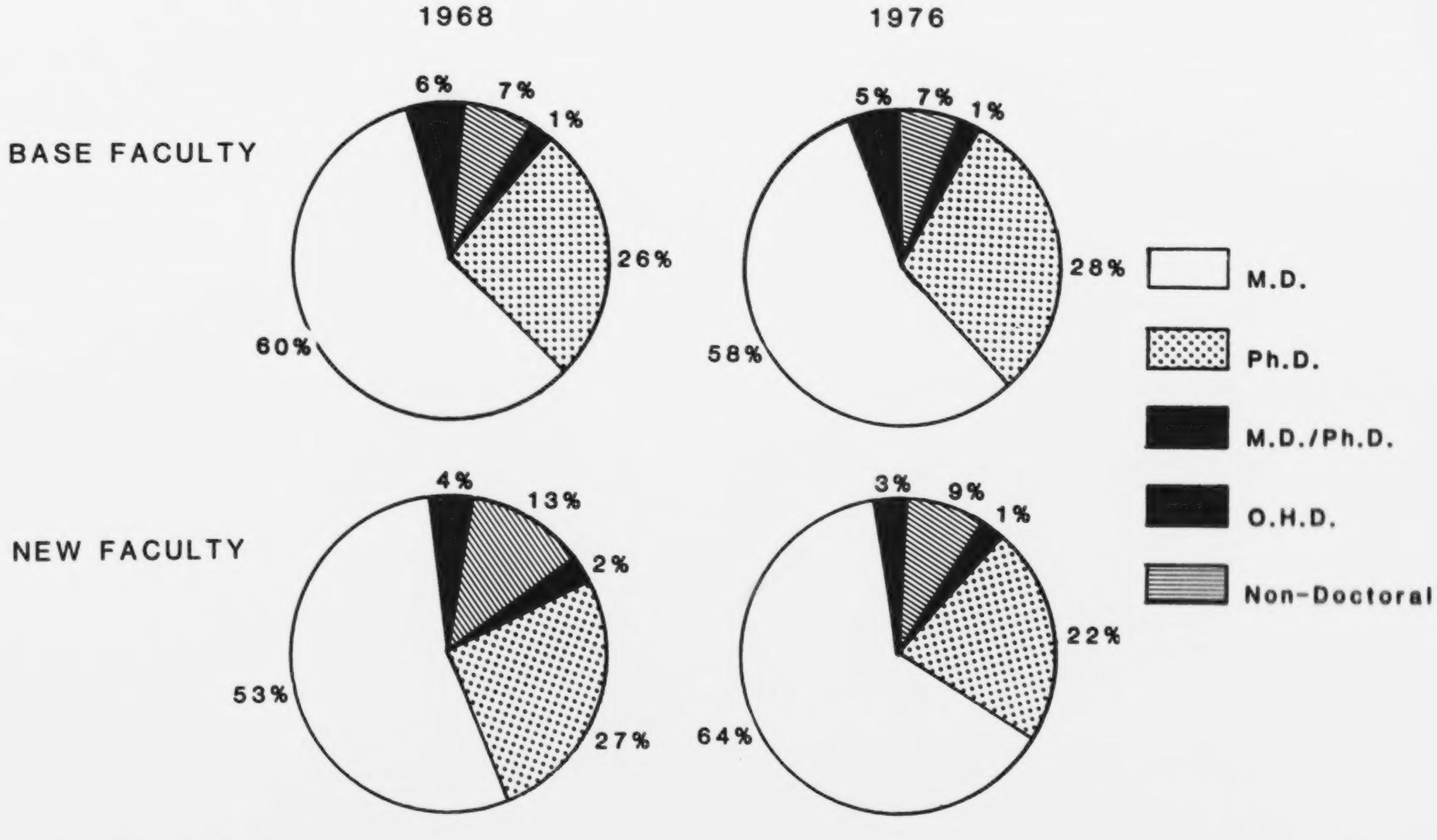


TABLE 6

NUMBER AND PERCENT DISTRIBUTION OF TOTAL NEW HIRE AND BASE FACULTY IN BASIC AND CLINICAL DEPARTMENTS

DEPARTMENT	FULL-TIME NEW HIRE AND BASE FACULTY BY YEAR																			
	1968				1969				1970				1971				1972			
	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty
Anatomy	76	3.7	819	4.5	88	4.0	900	4.4	90	3.5	989	4.3	92	2.9	1084	4.2	103	3.2	1153	4.1
Biochemistry	97	4.7	943	5.2	93	4.2	1050	5.1	103	4.0	1146	4.9	115	3.7	1242	4.8	127	3.9	1328	4.7
Microbiology	84	4.1	664	3.6	57	2.6	748	3.6	95	3.6	814	3.5	61	2.0	909	3.5	82	2.5	949	3.3
Pathology	144	7.0	1410	7.7	160	7.3	1592	7.7	164	6.3	1778	7.7	185	5.9	1976	7.6	194	6.0	2108	7.4
Pharmacology	58	2.8	592	3.2	65	3.0	659	3.2	61	2.3	728	3.1	80	2.6	803	3.1	87	2.7	860	3.0
Physiology	85	4.1	836	4.6	72	3.3	926	4.5	96	3.7	1000	4.3	101	3.2	1089	4.2	91	2.8	1159	4.1
Other Basic Sciences	28	1.4	236	1.3	20	.9	275	1.3	36	1.4	297	1.3	42	1.3	343	1.3	56	1.7	379	1.3
Subtotal Basic Science	*572*	*27.8*	*5500*	*30.1*	*555*	*25.3*	*6150*	*29.8*	*645*	*24.8*	*6752*	*29.1*	*676*	*21.6*	*7446*	*28.7*	*740*	*22.8*	*7936*	*27.9*
Anesthesiology	65	3.2	534	2.9	75	3.4	613	3.0	89	3.4	700	3.0	142	4.5	798	3.1	130	4.0	899	3.2
Dermatology	6	.3	128	.7	16	.7	130	.6	20	.8	144	.6	12	.4	166	.6	14	.4	178	.6
Family Practice	15	.7	81	.4	30	1.4	103	.5	31	1.2	143	.6	69	2.2	189	.7	73	2.3	259	.9
Internal Medicine	341	16.6	3182	17.4	384	17.4	3569	17.3	456	17.5	3980	17.2	570	18.2	4469	17.2	569	17.6	4938	17.4
Neurology	39	1.9	404	2.2	46	2.1	457	2.2	42	1.6	513	2.2	57	1.8	563	2.2	70	2.2	608	2.1
Obstetrics/Gynecology	63	3.1	596	3.3	76	3.4	667	3.2	107	4.1	758	3.3	118	3.8	861	3.3	105	3.2	957	3.4
Ophthalmology	27	1.3	241	1.3	35	1.6	268	1.3	31	1.2	312	1.3	55	1.8	341	1.3	38	1.2	385	1.4
Orthopedic Surgery	20	1.0	141	.8	21	1.0	164	.8	27	1.0	192	.8	27	.9	225	.9	30	.9	253	.9
Otolaryngology	14	.7	182	1.0	30	1.4	203	1.0	37	1.4	238	1.0	35	1.1	268	1.0	32	1.0	297	1.0
Pediatrics	195	9.5	1532	8.4	156	7.1	1746	8.4	206	7.9	1930	8.3	244	7.8	2165	8.3	252	7.8	2339	8.2
Physical & Preventive Med.	34	1.7	255	1.4	36	1.6	294	1.4	34	1.3	331	1.4	35	1.1	362	1.4	39	1.2	385	1.4
Psychiatry	225	10.9	1711	9.3	239	10.8	1953	9.4	253	9.7	2228	9.6	321	10.3	2507	9.6	343	10.6	2724	9.6
Public Health	76	3.7	509	2.8	83	3.8	600	2.9	91	3.5	699	3.0	88	2.8	793	3.0	101	3.1	846	3.0
Radiology	120	5.8	877	4.8	140	6.4	1025	5.0	183	7.0	1185	5.1	220	7.0	1385	5.3	259	8.0	1555	5.5
Surgery	124	6.0	1502	8.2	141	6.4	1647	8.0	170	6.5	1830	7.9	271	8.7	2024	7.8	218	6.7	2246	7.9
Other Clinical Sciences	0	.0	1	.0	0	.0	1	.0	0	.0	2	.0	3	.1	5	.0	9	.3	10	.0
Subtotal Clinical Science	*1364*	*66.4*	*11876*	*64.9*	*1509*	*68.5*	*13440*	*65.0*	*777*	*68.1*	*15185*	*65.3*	*2267*	*72.5*	*17121*	*65.7*	*2282*	*70.5*	*16879*	*66.5*
Other	111	5.4	873	4.8	131	5.9	1017	4.9	178	6.8	1188	5.1	173	5.5	1388	5.3	204	6.3	1510	5.3
Unknown	10	.5	51	.3	8	.4	64	.3	4	.2	73	.3	8	.3	79	.3	12	.4	88	.3
TOTAL	2057	100.0	18300	100.0	2203	100.0	20671	100.0	604	100.0	23198	100.0	3124	100.0	26034	100.0	3238	100.0	28413	100.0

Percentages may not add up to 100.0 due to rounding.

60

61

TABLE 6 (continued)

NUMBER AND PERCENT DISTRIBUTION OF TOTAL NEW HIRE AND BASE FACULTY IN BASIC AND CLINICAL DEPARTMENTS

YEAR OF FIRST APPOINTMENT																							
1973				1974				1975				1976				1977				1978			
Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty
107	2.8	1207	4.0	87	2.4	1269	3.9	87	2.3	1288	3.8	94	2.6	1308	3.7	85	2.6	1349	3.7	65	2.5	1372	3.7
102	2.7	1428	4.7	128	3.6	1480	4.6	102	2.7	1525	4.5	68	1.9	1549	4.4	78	2.3	1511	4.1	74	2.9	1529	4.1
84	2.2	986	3.3	86	2.4	1044	3.2	93	2.5	1103	3.2	77	2.2	1141	3.2	71	2.1	1171	3.2	52	2.0	1188	3.2
231	6.1	2229	7.4	182	5.1	2353	7.2	210	5.6	2429	7.1	179	5.0	2501	7.0	190	5.7	2521	6.9	115	4.5	2568	6.9
75	2.0	906	3.0	74	2.1	951	2.9	65	1.7	975	2.9	80	2.2	993	2.8	79	2.4	1039	2.9	57	2.2	1085	2.9
129	3.4	1202	4.0	107	3.0	1288	4.0	95	2.6	1334	3.9	95	2.7	1353	3.8	70	2.1	1388	3.8	68	2.6	1398	3.7
34	.9	424	1.4	52	1.5	451	1.4	37	1.0	486	1.4	44	1.2	500	1.4	29	.9	505	1.4	25	1.0	502	1.3
762	*20.*	*8382*	*27.8*	*716*	*20.1*	*8836*	*27.2*	*689*	*18.4*	*9140*	*26.8*	*637*	*17.8*	*9345*	*26.3*	*602*	*18.1*	*9484*	*26.0*	*456*	*17.7*	*9642*	*25.8*
167	4.4	973	3.2	167	4.7	1067	3.3	176	4.7	1163	3.4	187	5.2	1247	3.5	153	4.6	1299	3.6	140	5.5	1344	3.6
17	.4	177	.6	16	.4	187	.6	16	.4	198	.6	16	.4	201	.6	9	.3	210	.6	10	.4	218	.6
96	2.5	343	1.1	116	3.2	427	1.3	137	3.7	525	1.5	123	3.5	622	1.8	118	3.5	679	1.9	96	3.7	719	1.9
811	21.4	5316	17.6	634	17.7	5864	18.0	761	20.5	6150	18.0	712	20.0	6478	18.3	683	20.5	6709	18.4	532	20.7	6950	18.6
98	2.6	646	2.1	84	2.3	715	2.2	72	1.9	779	2.3	88	2.5	805	2.3	53	1.6	856	2.4	50	1.9	862	2.3
136	3.6	1001	3.3	125	3.5	1059	3.3	115	3.1	1102	3.2	136	3.8	1141	3.2	126	3.8	1191	3.3	73	2.8	1237	3.3
49	1.3	397	1.3	41	1.1	429	1.3	42	1.1	452	1.3	46	1.3	475	1.3	46	1.4	489	1.3	40	1.6	508	1.4
40	1.1	268	.9	37	1.0	290	.9	49	1.3	308	.9	49	1.4	335	.9	46	1.4	359	1.0	41	1.6	372	1.0
39	1.0	302	1.0	32	.9	324	1.0	33	.9	331	1.0	30	.8	336	.9	28	.8	335	.9	28	1.1	347	.9
299	7.9	2484	8.2	286	8.0	2668	8.2	318	8.6	2774	8.1	356	10.0	2907	8.2	281	8.4	3085	8.5	239	9.3	3177	8.5
39	1.0	399	1.3	44	1.2	413	1.3	54	1.5	425	1.2	40	1.1	417	1.2	38	1.1	415	1.1	31	1.2	430	1.1
346	9.1	2924	9.7	335	9.4	3108	9.6	359	9.7	3253	9.5	284	8.0	3395	9.6	359	10.8	3376	9.3	258	10.1	3529	9.4
92	2.4	859	2.8	118	3.3	862	2.7	85	2.3	901	2.6	108	3.0	887	2.5	81	2.4	915	2.5	79	3.1	917	2.4
276	7.3	1738	5.7	277	7.7	1913	5.9	282	7.6	2031	6.0	254	7.1	2118	6.0	255	7.7	2155	5.9	167	6.5	2228	6.0
288	7.6	2336	7.7	266	7.4	2505	7.7	277	7.5	2652	7.8	308	8.6	2755	7.8	273	8.2	2871	7.9	180	7.0	2946	7.9
11	.3	20	.1	8	.2	30	.1	12	.3	37	.1	10	.3	46	.1	6	.2	52	.1	4	.2	53	.1
2804	*73.9*	*20183*	*66.6*	*2586*	*72.0*	*21861*	*67.4*	*2788*	*75.1*	*23081*	*67.5*	*2747*	*77.0*	*24165*	*68.2*	*2555*	*76.6*	*24996*	*68.7*	*1968*	*76.7*	*25837*	*69.0*
205	5.4	1612	5.3	251	7.0	1678	5.2	213	5.7	1753	5.1	150	4.2	1809	5.1	140	4.2	1730	4.8	118	4.6	1719	4.6
13	.3	103	.3	22	.6	117	.4	27	.7	144	.4	29	.8	174	.5	33	1.0	200	.5	25	1.0	232	.6
3784	100.0	30280	100.0	3575	100.0	32492	100.0	3717	100.0	34118	100.0	3563	100.0	35493	100.0	3330	100.0	36410	100.0	2567	100.0	37430	100.0

Percentages may not add up to 100.0 due to rounding.

II. DEMOGRAPHIC CHARACTERISTICS

Number of New Hire and Base Faculty

Table 7 shows the number of new faculty steadily increasing from 2,057 in 1968 to 3,717 in 1975, followed by a decline. Some of the recent decline, however, may be due to the fact that 21 medical schools have not reported their new faculty for 1978-79. In order to test this hypothesis, the data for the eleven-year period have been aggregated for a subset of 68 schools - all of which have been consistent and timely reporters. The graphs of both sets of figures, shown in Figure 6, indicate that the poor reporters did indeed cause a distortion, but the subset data still indicate that the annual number of new faculty is leveling off or even declining.

As stated earlier, absolute numbers will be underreported for 1978, due to late reporting schools. A bias has also been introduced for that year, since the AAMC effort to assist affirmative action recruiting led to special efforts to update the records of women and minorities. For 1978 data, then, one should not rely on absolute numbers in any group, and one should expect the relative numbers of women and minorities to be overstated. Distributions of women or men by degree, discipline, training, experience, etc. should still be reliable.

Sex of Base and New Hire Faculty

Women constitute an increasing fraction of new faculty. Table 7 shows the fraction of new faculty who are women increasing from 16.4 percent in 1968 to 20.7 percent in 1974 and leveling off thereafter. (1978 is disregarded in this analysis.) The fraction of base faculty who are women has increased over the entire period, reaching 15.0 percent in 1977. (Figure 7)

Sex and Degree of New Hire Faculty

When one reviews the statistics for newly hired faculty by degree type, it becomes clear that the relative increases in appointments of women are even greater among doctoral faculty. Women constituted 10.5 percent of new physician faculty in 1968, but this statistic has been generally above 12 percent since 1971. These numbers are considerably above the fraction of all physicians who are women, which was 4.8 percent in 1978.*

It would be more appropriate for the construction of affirmative action plans to consider recent graduates as the pool from which junior faculty are recruited. As shown elsewhere in this report, faculty members are recruited typically six years after receiving the M.D. degree. Thus, one might compare the fraction of women among newly hired M.D. faculty with the fraction of women in medical school classes six years earlier. The results of this kind of analysis are shown in the table below.

Women Physician Graduates and New Faculty Members

Faculty Accession Year	Percent Women	Typical Graduation Year	Percent Women
1968	10.5	1962	5.5
1969	11.9	1963	5.6
1970	11.2	1964	6.1
1971	12.2	1965	6.8
1972	12.2	1966	6.9
1973	10.4	1967	7.5
1974	12.4	1968	8.0
1975	13.7	1969	7.5
1976	12.5	1970	8.4
1977	11.8	1971	9.2
1978	15.2	1972	9.0

In 1978, according to Faculty Roster data, 15.0 percent of new M.D. and M.D./Ph.D. faculty were women. (Table 8)

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*E. Wunderman, Physician Distribution and Medical Licensure in the U.S., 1978 (American Medical Association, 1979).

It would be fair to conclude that medical school faculties are recruiting a higher than proportionate share of available women physicians. The same kind of analysis cannot so easily be done for the Ph.D. faculty, since the data would certainly have to be analyzed by discipline.

Women have made up approximately one-fourth of first-year medical school entrants in recent years.* If medical schools continue to recruit a similar share of the available pool, (and if female physicians continue to seek faculty employment), more than twenty-five percent of each year's new faculty will be women within a very few years. Of course, it will be a generation before this change is fully reflected in the total faculty.

The increasing proportion of new women faculty with doctorates is of course paralleled by a decline in new non-doctoral women. In 1968, 30.5 percent of new women faculty held their highest degree at the master's level, and 9.5 percent held their highest degree at the baccalaureate level. By 1978, these fractions had declined to 21.3 percent and 6.6 percent, respectively.

Sex and Age of New Hire and Base Faculty

The median age of new hire faculty in 1978 is younger than in preceding years -- 33.6 years of age in 1968; 32.8 years in 1974 and 32.5 years in 1978 (Table 9).

Male new hire faculty are slightly older than their female counterparts in 1978 -- 32.6 versus 31.8. This is a change which has been occurring gradually since 1969, when the male new hire fauclty median age was 33.4 and the female new hire median age was 33.2 years.

The median age of all faculty has gradually increased over the period, from 41.1 in 1968 to 42.3 in 1978. Likewise, the median age of base male faculty has increased, from 41.7 years in 1968 to 43.4 years in 1978. The average female faculty member is younger, however, 40.9 years in 1978 versus 42.6 years in 1968.

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*Medical School Admission Requirements 1981-82, (Association of American Medical Colleges, 1980).

The median age of the full-time salaried M.D. faculty and Ph.D. faculty is shown below.

Median Age of Full-time M.D. and Ph.D. Faculty

	M.D.'s	Ph.D.'s
1968	41.3	41.0
1976	42.6	40.4
1978	43.6	41.2

Sex and Ethnic Identification of New Hire Faculty

When comparing the ethnic origin of new 1968 faculty to that of 1975, the data show that underrepresented minority faculty -- American Indian, Black, Mexican-American and Puerto Rican ethnic groups -- have not all increased. In 1975 and 1978 American Indian faculty comprised 0.1 percent, as opposed to 0.0 percent in 1968; Mexican-American faculty have increased from 0.1 percent in 1968 to 0.2 percent in 1975 and 0.4 percent in 1978; Puerto Rican faculty have increased from 0.4 percent in 1968 to 0.7 percent in 1975 and 0.9 percent in 1978. Black faculty, however, show a percent decline from 2.2 percent in 1968 to 2.1 percent in 1975 and 1.6 percent in 1978. (The low figure in 1978 is in spite of the women and minority effort wherein schools made a special effort to report these faculty to the Roster.)

Among the minorities not underrepresented in relation to the population, Other Hispanic faculty show a slight decline from 1.5 percent in 1968 to 1.4 percent in 1978, after a high of 2.3 percent in 1974. Asian faculty have shown the largest percent increase, from 6.1 percent in 1968 to 9.2 percent in 1978 (Table 10).

Figure 8 illustrates minority distribution of new hire faculty over this period of time.

Sex, Citizenship and Ethnic Origin of New Hire Faculty

Table 11 displays the ethnic group of new hire full-time faculty who are U.S. citizens only. When comparing this table with the previous Table 10 (using 1977 as an example), the difference is quite substantial for the Asian faculty, decreasing from 277 total full-time new hires to 68 full-time new hires who are U.S. citizens and for Other Hispanics the decline is from a total of 61 new hires to 25 new hires who are U.S. citizen faculty.

A slight decline of three faculty was noted for Mexican-Americans and a decline of two for black faculty and, of course, there is no change in the mainland Puerto Rican and American Indian figures since they are by definition U.S. citizens.

The new hire female faculty in the Caucasian group show a significant increase from 269 in 1968 to 446 in 1977. Of the minority groups only the Asian female faculty show a significant increase. Non U.S. citizens of this group show an increase of 49 by 1978, but for Asian females with a U.S. citizenship the increase is only 6. (See Tables 10 and 11.)

The percent of new hire faculty who are non-U.S. citizens has been increasing since 1968, with the peak year being 1976 with 20.1 percent of the faculty in this status. Table 12 shows a decline by 1978 to 18.2 percent. (Figure 9)

TABLE 7

NUMBER AND PERCENT OF FULL-TIME NEW HIRE AND BASE FACULTY BY SEX 1968-1978

NUMBER OF FACULTY	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
New Hires	2057	100.0	2203	100.0	2604	100.0	3124	100.0	3238	100.0	3784	100.0	3575	100.0	3717	100.0	3563	100.0	3330	100.0	2567	100.0
Male	1719	83.6	1807	82.0	2159	82.9	2539	81.3	2615	80.8	3131	82.8	2836	79.3	2974	80.0	2886	81.0	2709	81.4	1979	77.1
Female	338	16.4	396	18.0	445	17.1	585	18.7	623	19.2	653	17.2	739	20.7	743	20.0	677	19.0	621	18.6	588	22.9
Base Faculty	18300	100.0	20671	100.0	23198	100.0	26034	100.0	28413	100.0	30280	100.0	32492	100.0	34118	100.0	35493	100.0	36410	100.0	37430	100.0
Male	15981	87.3	17974	87.0	20052	86.4	22413	86.1	24383	85.8	25918	85.6	27796	85.5	29066	85.2	30195	85.1	30945	85.0	31773	84.9
Female	2319	12.7	2697	13.0	3146	13.6	3621	13.9	4030	14.2	4362	14.4	4696	14.5	5052	14.8	5298	14.9	5465	15.0	5657	15.1

Percentages may not add up to 100.0 due to rounding.

Figure 6

COMPARISON OF TOTAL FULL-TIME NEW HIRES (ALL SCHOOLS)

TO FULL-TIME NEW HIRES AT A SUBSET OF 68 SCHOOLS

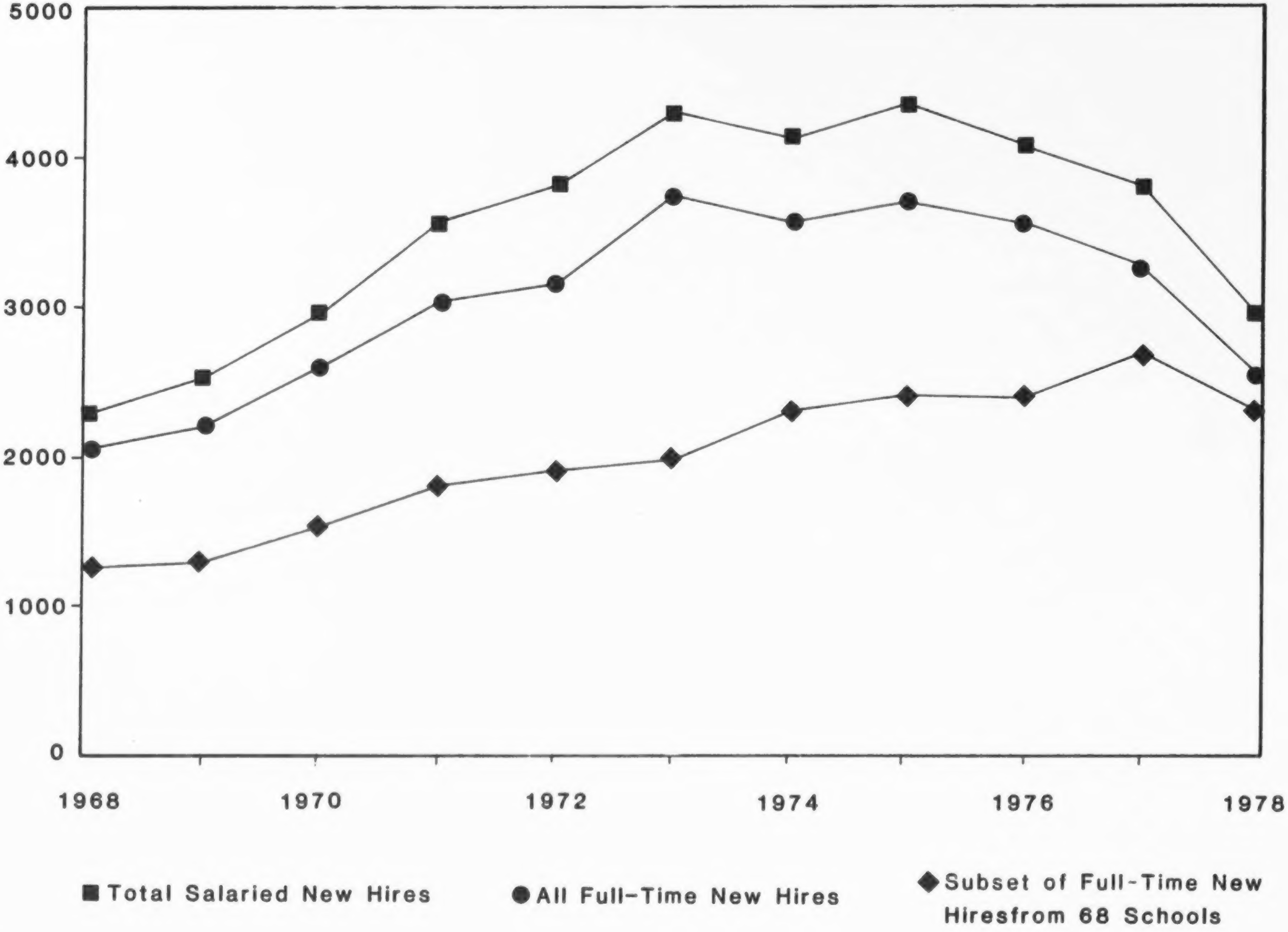

Figure 7

SEX DISTRIBUTION OF NEW HIRE AND BASE FACULTY

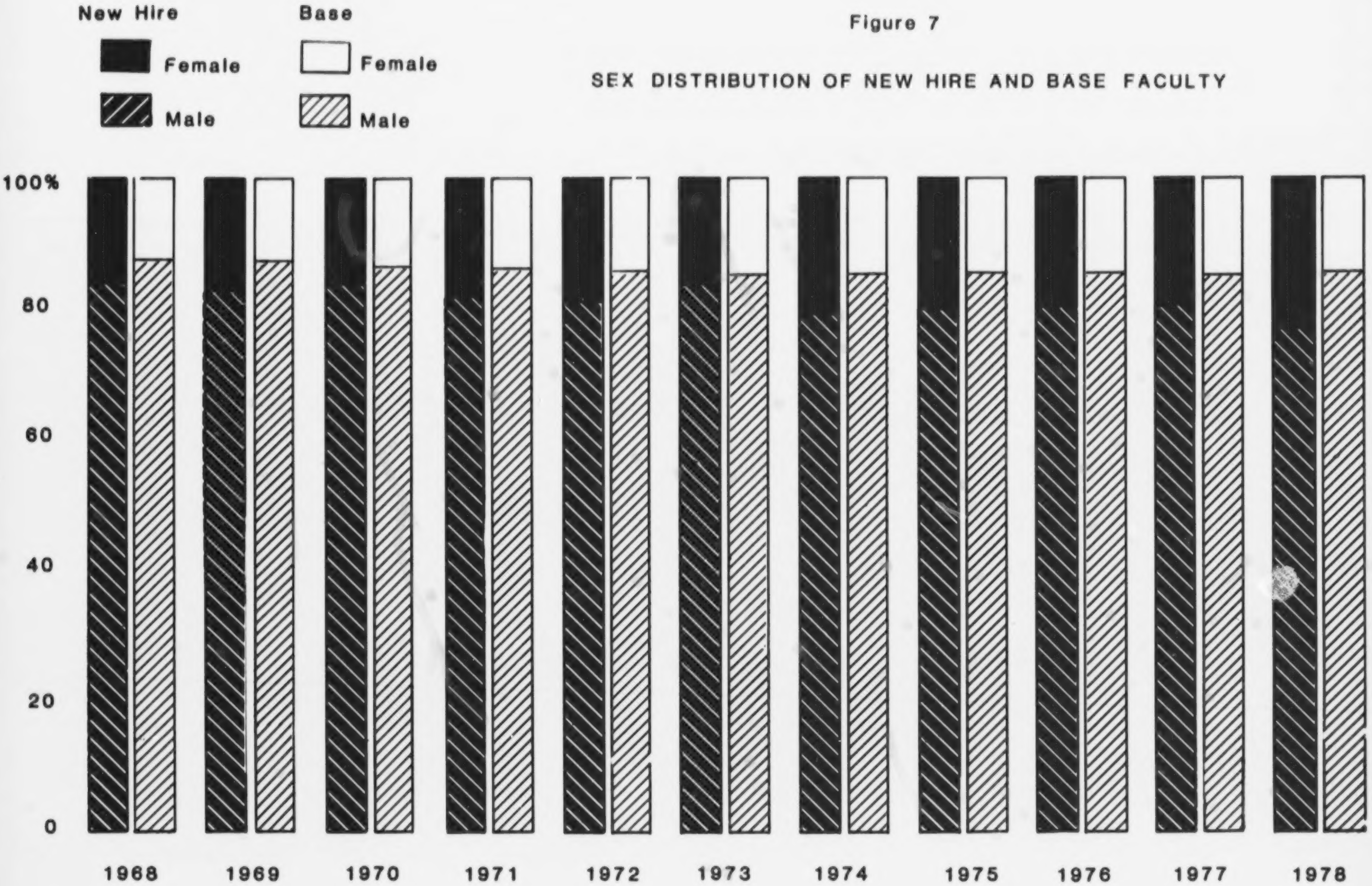

TABLE 8

NUMBER AND PERCENT OF FULL-TIME NEW HIRE FACULTY BY DEGREE AND SEX 1968-1978

GENDER AND DEGREE TYPE	FULL-TIME NEW HIRES BY YEAR OF APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Male New Hires	1719	100.0	1807	100.0	2159	100.0	2539	100.0	2615	100.0	3131	100.0	2836	100.0	2974	100.0	2886	100.0	2709	100.0	1979	100.0
M.D./Ph.D.	69	4.0	67	3.7	94	4.4	60	2.4	87	3.3	99	3.2	98	3.5	107	3.6	108	3.7	100	3.7	103	5.2
M.D.	975	56.7	1062	58.7	1244	57.6	1593	62.7	1552	59.3	2084	66.5	1786	63.0	1951	65.6	2001	69.3	1828	67.5	1282	64.7
Ph.D.	494	28.8	520	28.8	620	28.8	675	26.6	742	28.4	728	23.2	710	25.0	703	23.7	613	21.2	621	22.9	478	24.2
O.H.D.	38	2.2	20	1.1	16	.7	26	1.0	28	1.1	40	1.3	42	1.5	35	1.2	31	1.1	28	1.0	22	1.1
Masters	95	5.5	94	5.2	117	5.4	124	4.9	137	5.2	122	3.9	124	4.4	115	3.9	84	2.9	81	3.0	64	3.2
Bachelors	43	2.5	34	1.9	53	2.5	47	1.9	47	1.8	49	1.6	57	2.0	48	1.6	37	1.3	40	1.5	26	1.3
No Degree	4	.2	10	.6	11	.5	9	.4	14	.5	7	.2	11	.4	6	.2	5	.2	6	.2	3	.2
Unknown	1	.1	0	.0	4	.2	5	.2	8	.3	2	.1	8	.3	9	.3	7	.2	5	.2	1	.1
Female New Hires	338	100.0	396	100.0	445	100.0	585	100.0	623	100.0	653	100.0	739	100.0	743	100.0	677	100.0	621	100.0	588	100.0
M.D./Ph.D.	4	1.2	3	.8	5	1.1	8	1.4	3	.5	12	1.8	8	1.1	7	.9	10	1.5	9	1.4	14	2.4
M.D.	114	33.7	143	36.1	157	35.3	221	37.7	217	34.9	243	37.2	253	34.2	310	41.7	286	42.2	245	39.5	230	39.0
Ph.D.	80	23.7	88	22.2	107	24.0	142	24.3	160	25.7	165	25.3	192	26.0	191	25.7	162	24.0	161	25.9	166	28.3
O.H.D.	1	.3	0	.0	6	1.3	0	.0	2	.3	1	.2	2	.3	4	.5	9	1.3	4	.6	2	.3
Masters	103	30.5	105	26.5	122	27.4	151	25.9	172	27.7	165	25.3	198	26.8	160	21.5	140	20.7	150	24.2	125	21.3
Bachelors	32	9.5	50	12.6	41	9.2	50	8.6	58	9.3	61	9.3	74	10.0	58	7.8	62	9.2	49	7.9	39	6.6
No Degree	3	.9	4	1.0	5	1.1	12	2.1	7	1.1	5	.8	8	1.1	7	.9	7	1.0	1	.2	9	1.5
Unknown	1	.3	3	.8	2	.4	1	.2	4	.6	1	.2	4	.5	6	.8	1	.1	2	.3	3	.5
Total New Hires	2057	100.0	2203	100.0	2604	100.0	3124	100.0	3238	100.0	3784	100.0	3575	100.0	3717	100.0	3563	100.0	3330	100.0	2567	100.0
M.D./Ph.D.	73	3.6	70	3.2	99	3.8	68	2.2	90	2.8	111	2.9	106	3.0	114	3.1	118	3.3	109	3.3	117	4.6
M.D.	1089	52.9	1205	54.7	1401	53.8	1814	58.1	1769	54.6	2327	61.5	2039	57.0	2261	60.8	2287	64.2	2073	62.3	1512	58.9
Ph.D.	574	27.9	608	27.6	727	27.9	817	26.1	902	27.9	893	23.6	902	25.2	894	24.1	775	21.8	782	23.4	644	25.1
O.H.D.	39	1.9	20	.9	22	.8	26	.8	30	.9	41	1.1	44	1.2	39	1.0	40	1.1	32	1.0	24	.9
Masters	198	9.6	199	9.1	239	9.2	275	8.8	309	9.6	287	7.6	322	9.0	275	7.4	224	6.3	231	6.9	189	7.4
Bachelors	75	3.7	84	3.8	94	3.6	97	3.1	105	3.2	110	2.9	131	3.7	106	2.9	99	2.8	89	2.7	65	2.5
No Degree	7	.3	14	.6	16	.6	21	.7	21	.6	12	.3	19	.5	13	.3	12	.3	7	.2	12	.4
Unknown	2	.1	3	.1	6	.3	6	.2	12	.4	3	.1	12	.4	15	.4	8	.2	7	.2	4	.2

Percentages may not add up to 100.0 due to rounding.

TABLE 9

MEAN/MEDIAN AGE OF FULL-TIME NEW HIRES AND BASE FACULTY BY SEX 1968-1978

FULL-TIME FACULTY	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
Male New Hires											
Mean Age	35.7	35.6	35.5	35.0	35.1	36.3	35.2	34.8	34.8	35.0	34.6
Median Age	33.6	33.4	33.3	33.1	33.0	33.5	33.0	32.9	33.0	32.8	32.6
Female New Hires											
Mean Age	36.6	35.8	35.7	35.0	34.9	34.2	34.0	33.9	34.0	34.3	34.1
Median Age	34.0	33.2	32.9	32.4	31.9	31.8	31.7	31.7	31.9	32.2	31.8
Total New Hires											
Mean Age	35.9	35.6	35.5	35.0	35.1	35.9	34.9	34.6	34.7	34.9	34.5
Median Age	33.6	33.4	33.3	33.0	32.9	33.3	32.8	32.7	32.8	32.7	32.5
Male Base Faculty											
Mean Age	43.5	43.7	43.9	44.0	44.1	44.3	44.5	44.7	44.8	45.1	45.4
Median Age	41.7	41.9	42.1	42.2	42.3	42.5	42.7	42.8	42.9	43.1	43.4
Female Base Faculty											
Mean Age	43.8	43.9	43.8	43.7	43.6	43.5	43.4	43.2	43.2	43.4	43.6
Median Age	42.6	42.6	42.6	42.7	42.5	42.2	41.8	41.4	40.9	41.0	40.9
Total Base Faculty											
Mean Age	43.6	43.7	43.9	44.0	44.1	44.2	44.3	44.4	44.6	44.9	45.2
Median Age	41.8	42.0	42.2	42.3	42.4	42.5	42.6	42.6	42.7	42.9	43.1
Total Male Faculty											
Mean Age	42.8	43.0	43.1	43.1	43.3	43.4	43.6	43.7	44.0	44.3	44.8
Median Age	41.0	41.2	41.3	41.3	41.4	41.6	41.7	41.7	41.9	42.2	42.7
Total Female Faculty											
Mean Age	42.9	42.8	42.8	42.5	42.4	42.3	42.1	42.0	42.1	42.5	42.7
Median Age	41.7	41.6	41.7	41.4	41.1	40.7	40.2	39.6	39.6	39.8	39.9
Total Faculty											
Mean Age	42.8	42.9	43.0	43.0	43.1	43.3	43.4	43.5	43.7	44.0	44.5
Median Age	41.1	41.2	41.3	41.3	41.4	41.4	41.5	41.4	41.6	41.9	42.3

TABLE 10

NUMBER AND PERCENT OF FULL-TIME NEW HIRE FACULTY BY ETHNIC ORIGIN AND SEX 1968-1978

ETHNIC ORIGIN AND GENDER	FULL-TIME NEW HIRES BY YEAR OF FIRST APPOINTMENT																						Total New Hires All Years
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978		
	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	Number of New Hires	Percent of New Hires	
American Indian	1	.0	1	.0	0	.0	4	.1	2	.1	2	.1	0	.0	3	.1	3	.1	4	.1	3	.1	23
Male	1	*	1	.0	0	.0	4	.1	2	.1	2	.1	0	.0	2	.1	3	.1	3	.1	2	.1	20
Female	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	1	*	0	.0	1	*	1	*	3
Asian	125	6.1	144	6.5	212	8.1	293	9.4	322	9.9	334	8.8	367	10.3	375	10.1	327	9.2	277	8.3	236	9.2	3012
Male	110	5.3	120	5.5	177	6.8	242	7.8	259	8.0	265	7.0	289	8.1	292	7.9	254	7.1	214	6.4	172	6.7	2394
Female	15	.8	24	1.0	35	1.3	51	1.6	63	1.9	69	1.8	78	2.2	83	2.2	73	2.1	63	1.9	64	2.5	618
Black	46	2.2	45	2.0	46	1.8	60	1.9	72	2.2	64	1.7	62	1.7	78	2.1	52	1.5	46	1.4	42	1.6	613
Male	30	1.5	32	1.4	29	1.1	33	1.0	44	1.3	44	1.2	39	1.1	55	1.5	37	1.1	28	.8	26	1.0	397
Female	16	.7	13	.6	17	.7	27	.9	28	.9	20	.5	23	.6	23	.6	15	.4	18	.6	16	.6	216
Mexican American	3	.1	4	.2	7	.3	6	.2	7	.2	10	.3	11	.3	8	.2	8	.2	7	.2	10	.4	81
Male	3	.1	3	.2	5	.2	4	.1	7	.2	9	.3	9	.2	8	.2	6	.2	5	.1	8	.3	67
Female	0	.0	1	*	2	.1	2	.1	0	.0	1	*	2	.1	0	.0	2	*	2	.1	2	.1	14
Puerto-Rican	9	.4	16	.7	12	.5	18	.6	19	.6	18	.5	24	.7	26	.7	27	.8	25	.8	24	.9	218
Male	7	.3	12	.5	9	.4	14	.4	14	.5	17	.5	16	.5	19	.5	21	.6	19	.6	22	.9	170
Female	2	.1	4	.2	3	.1	4	.2	5	.1	1	*	8	.2	7	.2	6	.2	6	.2	2	*	48
Other Hispanic	31	1.5	36	1.6	43	1.7	59	1.9	61	1.9	44	1.2	82	2.3	64	1.7	48	1.3	61	1.8	36	1.4	565
Male	26	1.3	32	1.5	38	1.5	48	1.5	52	1.6	39	1.0	70	2.0	51	1.4	41	1.2	55	1.7	29	1.1	481
Female	5	.2	4	.1	5	.2	11	.4	9	.3	5	.2	12	.3	13	.3	7	.1	6	.1	7	.3	84
White	1768	86.0	1857	84.3	2188	84.0	2533	81.1	2567	79.3	3084	81.5	2793	78.1	2910	78.3	2795	78.4	2649	79.5	2023	78.8	27167
Male	1477	71.8	1517	68.9	1817	79.8	2067	66.2	2081	64.3	2558	67.6	2222	62.2	2339	62.9	2277	63.9	2163	65.0	1574	61.3	22092
Female	291	14.2	340	15.4	371	14.2	466	18.7	486	15.0	526	13.9	571	15.9	571	15.4	518	14.5	486	14.5	449	17.5	5075
Unknown Ethnic	47	2.3	70	3.2	67	2.6	100	3.2	107	3.3	116	3.1	106	3.0	128	3.4	152	4.3	135	4.1	54	2.1	1082
Male	41	2.0	62	2.8	59	2.3	85	2.7	82	2.5	102	2.7	84	2.4	100	2.6	120	3.4	114	3.4	38	1.5	887
Female	6	.3	8	.4	8	.3	15	.5	25	.8	14	.4	22	.6	28	.8	32	.9	21	.7	16	.6	195
No Response	27	1.3	30	1.4	29	1.1	51	1.6	81	2.5	112	3.0	130	3.6	125	3.4	151	4.2	126	3.8	139	5.4	1001
Male	24	1.2	28	1.3	25	1.0	42	1.3	74	2.3	95	2.5	107	3.0	108	3.0	127	3.6	108	3.2	108	4.2	846
Female	3	.1	2	.1	4	.1	9	.3	7	.2	17	.5	23	.6	17	.4	24	.6	18	.6	31	1.2	155
Total New Hires	2057	100.0	2203	100.0	2604	100.0	3124	100.0	3238	100.0	3784	100.0	3575	100.0	3717	100.0	3563	100.0	3330	100.0	2567	100.0	33762
Male	1719	83.6	1807	82.0	2159	82.9	2539	81.3	2615	80.8	3131	82.7	2836	79.3	2974	80.0	2886	81.0	2709	81.4	1979	77.1	27354
Female	338	16.4	396	18.0	445	17.1	585	18.7	623	19.2	653	17.3	739	20.7	743	20.0	677	19.0	621	18.6	588	22.9	6408

* Less than 0.1 percent

Percentages may not add to 100.0 due to rounding.

FIGURE 8

PERCENT OF FULL TIME NEW HIRES FROM UNDERREPRESENTED MINORITY GROUPS

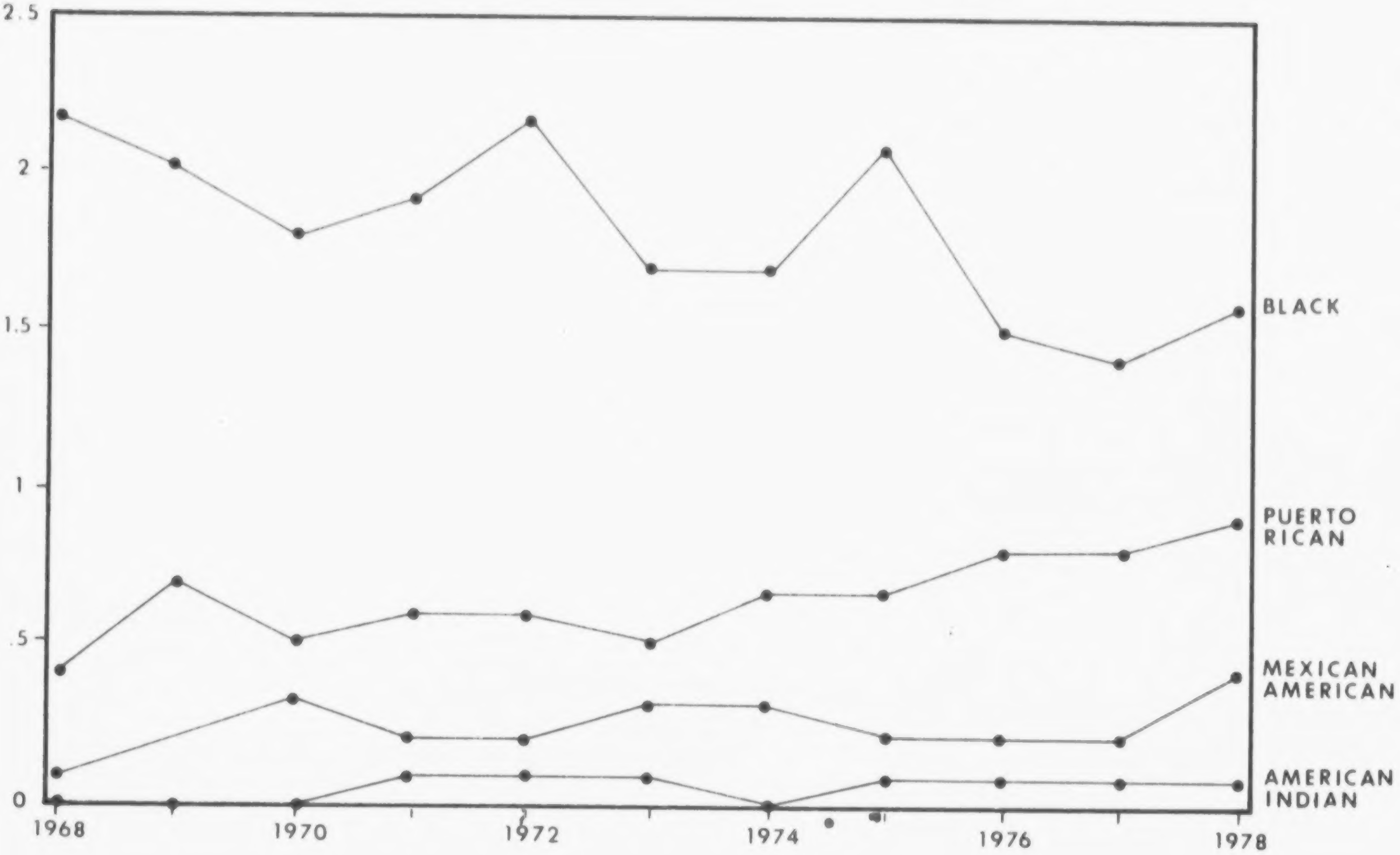

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TABLE 11

NUMBER AND GENDER OF FULL-TIME U.S. CITIZEN NEW HIRE FACULTY BY ETHNIC GROUP 1968-1978

U.S. CITIZENS	NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
UNDERREPRESENTED MINORITIES	40	18	48	17	41	20	52	33	65	33	69	22	59	33	77	31	64	23	50	27	52	20
American Indian	1	0	1	0	0	0	4	0	2	0	2	0	0	0	2	1	3	0	3	1	2	1
Black	30	16	32	13	28	16	30	27	42	28	42	20	37	23	52	23	34	15	26	18	21	15
Mexican American	2	0	3	1	4	1	4	2	7	0	9	1	6	2	4	0	6	2	2	2	8	2
Puerto Rican	7	2	12	3	9	3	14	4	14	5	16	1	16	8	19	7	21	6	19	6	21	2
OTHER MINORITIES	51	13	55	15	62	12	57	20	61	28	69	29	66	32	67	28	71	20	70	23	38	17
Asian	38	8	40	12	46	10	43	14	45	22	57	24	51	23	56	20	57	18	50	18	31	14
Other Hispanic	13	5	15	3	16	2	14	6	16	6	12	5	15	9	11	8	14	2	20	5	7	3
CAUCASIAN	1330	269	1389	319	1682	342	1881	435	1887	456	2320	475	2016	537	2061	531	1978	468	1895	446	1400	408
UNREPORTED	52	7	60	6	58	7	79	17	112	21	132	20	146	34	155	30	188	36	176	31	123	42
Unknown Ethnic Group	31	4	34	5	34	4	40	9	42	14	47	6	44	13	59	16	74	15	79	16	32	15
Chose Not to Respond	21	3	26	1	24	3	39	8	70	7	85	14	102	21	96	14	114	21	97	15	91	27
TOTAL	1473	307	1552	357	1843	381	2069	505	2125	538	2590	546	2287	636	2360	620	2301	547	2191	527	1613	487

TABLE 12

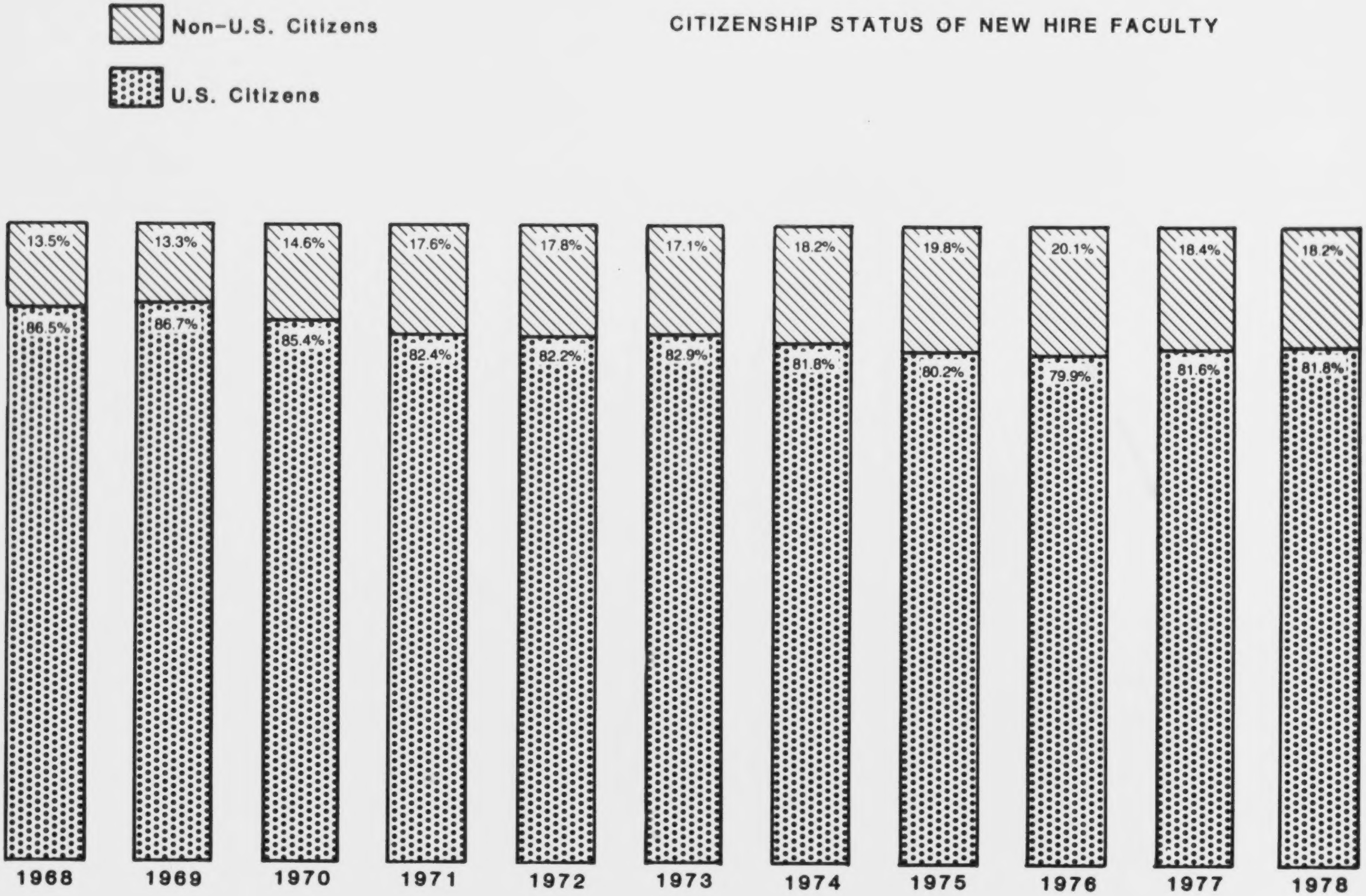
NUMBER AND PERCENT OF FULL TIME NEW HIRE FACULTY BY CITIZENSHIP
1968-1978

CITIZENSHIP	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
New Hires	2057	100.0	2203	100.0	2604	100.0	3124	100.0	3238	100.0	3784	100.0	3575	100.0	3717	100.0	3563	100.0	3330	100.0	2567	100.0
U.S. Citizens	1780	86.5	1909	86.7	2224	85.4	2574	82.4	2663	82.2	3136	82.9	2923	81.8	2980	80.2	2848	79.9	2718	81.6	2100	81.8
Non U.S. Citizens	277	13.5	294	13.3	380	14.6	550	17.6	575	17.8	648	17.1	652	18.2	737	19.8	715	20.1	612	18.4	467	18.2

Percentages may not add up to 100.0 due to rounding.

Figure 9

CITIZENSHIP STATUS OF NEW HIRE FACULTY



III. CREDENTIALS

A. EDUCATION AND TRAINING

Location of Degree of New Hire and Base Faculty

Table 13 displays the geographical origin of the highest degree -- U.S. or foreign -- for new hire and base faculty for the eleven-year period.

In 1968, the highest percent of M.D./Ph.D. new hire faculty were those who had received their degree outside the U.S. or Canada -- 57.5 percent. By 1976, however, this distribution was reversed, when 55.1 percent had received their degree in the U.S. or Canada. This fraction had further increased by 1978, when 63.2 percent of the M.D./Ph.D. new hire faculty had received their highest degree in the U.S. or Canada.

The fraction of M.D. new hire faculty who received their degree in the U.S. or Canada has remained high and constant: 78.6 percent in 1968 and 78.8 percent in 1978. The same is true of the Ph.D. new hire faculty, who have remained over 89 percent U.S. and Canadian trained since 1968. Non-doctoral new hire faculty are overwhelmingly degreed from U.S. or Canadian institutions. Figure 10 displays the percentage distribution over this period of time.

Length of Time Between M.D. Degree and First Appointment of New Hire Faculty

The length of time between receipt of an M.D. degree and a first faculty appointment for full-time new hire faculty is shown on Table 14.

While the modal number of years between M.D. degree receipt and first faculty appointment remained at six or seven years until 1977, the median number of years steadily declined over the entire period. The fraction of new faculty who had received the M.D. degree no more than five years before becoming a full-time faculty member increased from 20 percent in 1968 to 43 percent in 1978. The fraction of new full-time faculty receiving first appointments eleven or more years after receiving the M.D. correspondingly decreased, from 24 percent in 1968 to 17 percent in 1978. (See Figure 11.) While these statistics do not imply that the faculty have become younger, they do clearly imply that the new faculty were younger, on the average, with each passing year.

Residencies of New Hire Faculty

The number of residencies completed by full-time new hire M.D. faculty is shown on Table 15. In the past 10 years, the "internship" program has yielded to the more inclusive Graduate Medical Education program, where the entire post-M.D. training period may be included within a single residency. This is reflected in the rather steady increase in the fraction of newly hired faculty with one residency, but no internship, from 4.8 percent in 1968 to 9.6 percent in 1978. The fraction of new physician faculty with neither an internship nor a residency declined from 9.0 percent in 1968 to 6.3 percent in 1973 but it subsequently increased again to approximately the former level by 1976.

The number and percent distribution of M.D./Ph.D. and M.D. new hire faculty by their residency program is shown on Table 16. Over the eleven-year period new hire faculty with a residency program in Anesthesiology and in Radiology have shown the greatest increase. Internal Medicine and Pediatrics have continued to be the residency program of the greatest percent of the new hire faculty.

TABLE 13

DISTRIBUTION OF NEW HIRE AND BASE FULL-TIME FACULTY BY LOCATION OF DEGREE - UNITED STATES OR FOREIGN 1968-1978

LOCATION OF DEGREE	FULL-TIME NEW HIRE AND BASE FACULTY BY YEAR																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	New Hires	Base Faculty	New Hires	Base Faculty	New Hires	Base Faculty	New Hires	Base Faculty	New Hires	Base Faculty	New Hires	Base Faculty	New Hires	Base Faculty	New Hires	Base Faculty	New Hires	Base Faculty	New Hires	Base Faculty	New Hires	Base Faculty
Number of M.D./Ph.D.'s	73	1158	70	1270	99	1376	68	1513	90	1570	111	1640	106	1687	114	1716	118	1734	109	1734	117	1806
% U.S.-Canada	42.5	69.5	35.7	67.2	52.5	65.8	36.8	64.9	43.3	63.8	56.8	63.7	47.2	63.8	49.1	63.4	55.1	62.9	60.6	62.8	63.2	62.9
% Foreign	57.5	30.2	64.3	32.5	47.5	33.9	61.4	34.8	56.7	35.9	42.3	36.0	51.9	35.9	50.1	36.2	43.2	36.8	38.5	36.8	36.8	36.7
% Nationality Unknown	.0	.3	.0	.2	.0	.2	1.5	.3	.0	.3	.9	.3	.9	.3	*	.3	1.7	.3	.9	.3	.0	.4
Number of M.D.'s	1089	10939	1205	12205	1401	13591	1814	15125	1769	16519	2327	17503	2039	18913	2261	19848	2287	20759	2073	21416	1512	22075
% U.S.-Canada	78.6	85.4	77.9	84.6	77.3	84.0	73.8	83.2	73.9	82.5	75.6	81.8	74.7	81.4	74.3	81.2	74.7	81.1	77.1	81.0	78.8	81.0
% Foreign	20.9	14.5	21.8	15.2	22.6	15.9	25.6	16.6	25.8	17.3	24.2	18.0	25.2	18.4	25.2	18.6	24.9	18.7	22.0	18.8	20.0	18.8
% Nationality Unknown	.5	.1	.2	.2	.1	.2	.6	.2	.3	.2	.2	.2	.1	.2	.5	.2	.3	.2	.9	.2	1.2	.2
Number of Ph.D.'s	574	4738	608	5441	727	6203	817	7036	902	7752	893	8443	902	9083	894	9590	775	10010	782	10245	644	10593
% U.S.-Canada	89.7	92.6	91.0	92.3	93.5	92.1	92.9	92.1	93.2	92.3	92.7	92.5	91.7	92.5	92.1	92.6	91.6	92.6	89.4	92.6	90.8	92.5
% Foreign	10.3	7.3	9.0	7.6	6.5	7.8	6.9	7.8	6.7	7.6	6.9	7.5	8.3	7.4	7.4	7.3	7.7	7.2	10.2	7.2	8.5	7.3
% Nationality Unknown	.0	.1	.0	.1	.0	.1	.2	.1	3.3	.1	.3	.1	.0	.1	.6	.1	.6	.2	.4	.2	.6	.3
Number of Non-Doctoral	312	1383	303	1665	355	1927	398	2244	444	2439	438	2550	497	2663	420	2807	363	2823	352	2797	278	2806
% U.S.-Canada	96.2	96.5	97.7	96.5	95.8	96.8	96.0	96.7	98.2	96.6	98.2	96.9	97.0	97.3	98.3	97.2	96.7	97.4	97.7	97.3	97.1	97.3
% Foreign	3.8	3.4	2.3	3.5	7.2	3.1	3.8	3.3	1.4	3.4	1.8	3.0	2.4	2.7	1.7	2.6	3.0	2.5	2.0	2.6	2.9	2.6
% Nationality Unknown	.0	.1	.0	.1	.0	.1	.2	.0	.4	.0	.0	.1	.6	.1	.0	.2	.3	.1	.3	.2	.0	.2
Number with No Degree	7	62	14	71	16	85	21	98	21	114	12	119	19	123	13	127	12	128	7	123	12	112
Number with Unknown Degree	2	20	3	19	6	16	6	18	12	19	3	25	12	23	15	30	8	40	7	41	4	38
TOTAL	2057	18300	2203	20671	2604	23198	3124	26034	3238	28413	3784	30280	3575	32492	3717	34118	3563	35493	3330	36356	2567	37430

* Less than 1%

Percentages may not add up to 100.00 due to rounding

FIGURE 10

PERCENT DISTRIBUTION OF NEW HIRES BY LOCATION OF DEGREE

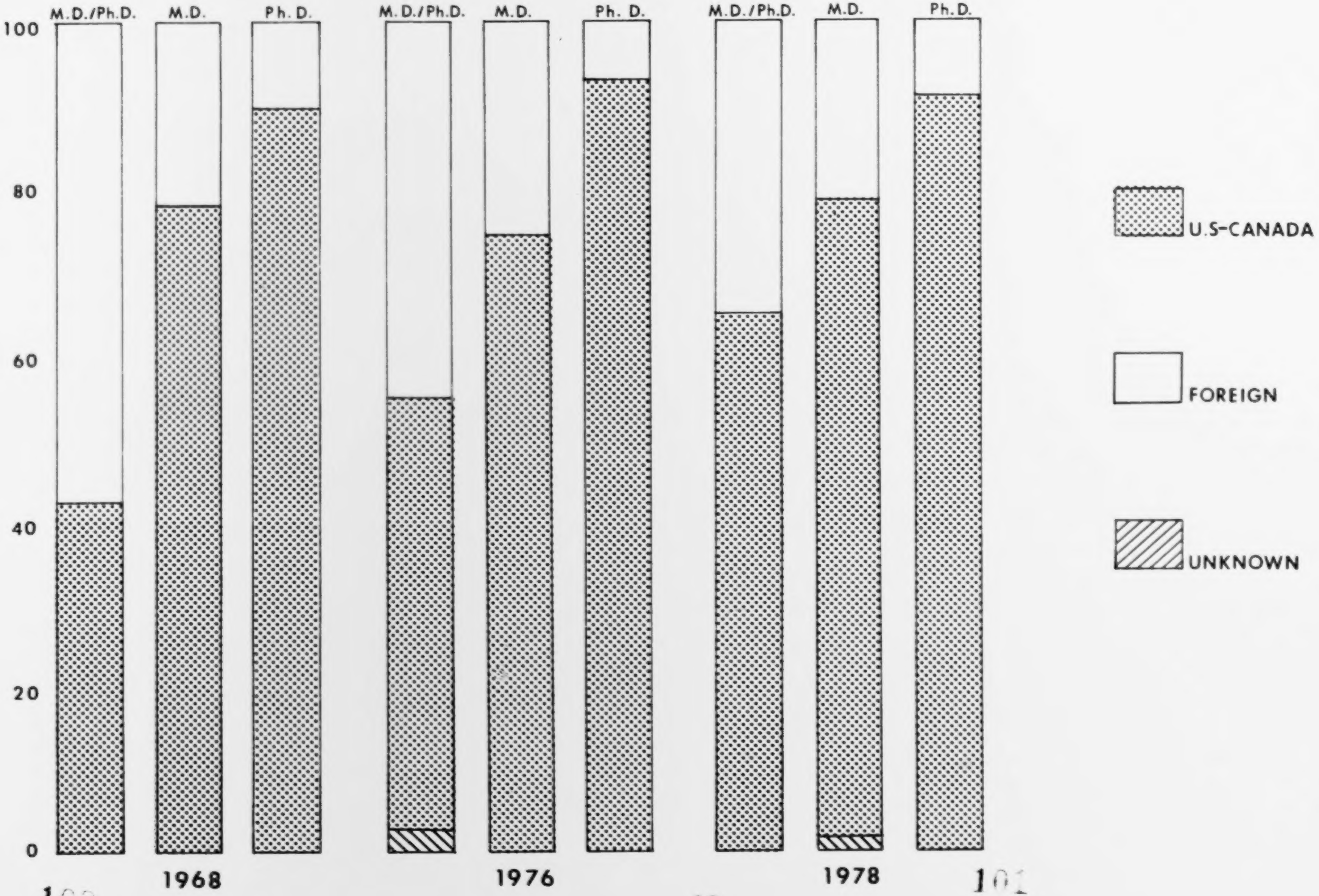


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TABLE 14

NUMBER AND PERCENT DISTRIBUTION OF FULL-TIME M.D. AND M.D./Ph.D. NEW HIRE FACULTY BY THE NUMBER OF YEARS BETWEEN RECEIVING AN M.D. DEGREE AND A FIRST FACULTY APPOINTMENT

NUMBER OF YEARS BETWEEN M.D. DEGREE AND FIRST APPOINTMENT	FULL-TIME M.D. NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Eleven or More Years	280	24.1	318	24.9	345	23.0	394	20.9	429	23.1	729	29.9	431	20.1	446	18.8	446	18.5	411	18.8	273	16.8
Ten Years	54	4.6	68	5.3	61	4.1	84	4.5	76	4.1	107	4.4	112	5.2	91	3.8	89	3.7	68	3.1	68	4.2
Nine Years	83	7.1	77	6.0	106	7.1	129	6.9	132	7.1	152	6.2	129	6.0	146	6.1	142	5.9	125	5.7	66	4.1
Eight Years	143	12.3	145	11.4	177	11.8	218	11.6	200	10.8	241	9.9	227	10.6	233	9.8	244	10.1	185	8.5	144	8.8
Seven Years	177	15.2	203	15.9	236	15.7	256	13.6	295	15.9	327	13.4	316	14.7	353	14.9	282	11.7	278	12.7	175	10.7
Six Years	198	17.0	188	14.7	220	14.7	299	15.9	281	15.1	322	13.2	308	14.4	329	13.9	342	14.2	272	12.5	208	12.8
Five Years	106	9.1	133	10.4	161	10.7	185	9.8	190	10.2	221	9.1	279	13.0	275	11.6	312	13.0	343	15.7	285	17.5
Four Years	68	5.9	87	6.8	122	8.1	153	8.1	123	6.6	193	7.9	196	9.1	236	9.9	297	12.3	296	13.6	225	13.8
Three Years	27	2.3	36	2.8	45	3.0	68	3.6	67	3.6	75	3.1	94	4.4	181	7.6	184	7.7	172	7.9	169	10.4
Two Years	10	.9	7	.5	15	1.0	32	1.7	23	1.2	32	1.3	30	1.4	35	1.5	29	1.2	17	.8	9	.6
One Year	12	1.0	9	.7	9	.6	28	1.5	15	.8	12	.5	20	.9	17	.7	11	.5	7	.3	5	.3
Same Year	4	.3	4	.3	3	.2	36	1.9	28	1.5	27	1.1	3	.1	33	1.4	27	1.1	8	.4	2	.1
TOTAL FULL-TIME M.D. NEW HIRE FACULTY	1162	100.0	1275	100.0	1500	100.0	1882	100.0	1859	100.0	2438	100.0	2145	100.0	2375	100.0	2405	100.0	2182	100.0	1629	100.0

Figure 11

CUMULATIVE PERCENT OF FULL-TIME NEW HIRE M.D. AND M.D./Ph.D. FACULTY BY YEARS SINCE RECEIVING M.D. DEGREE

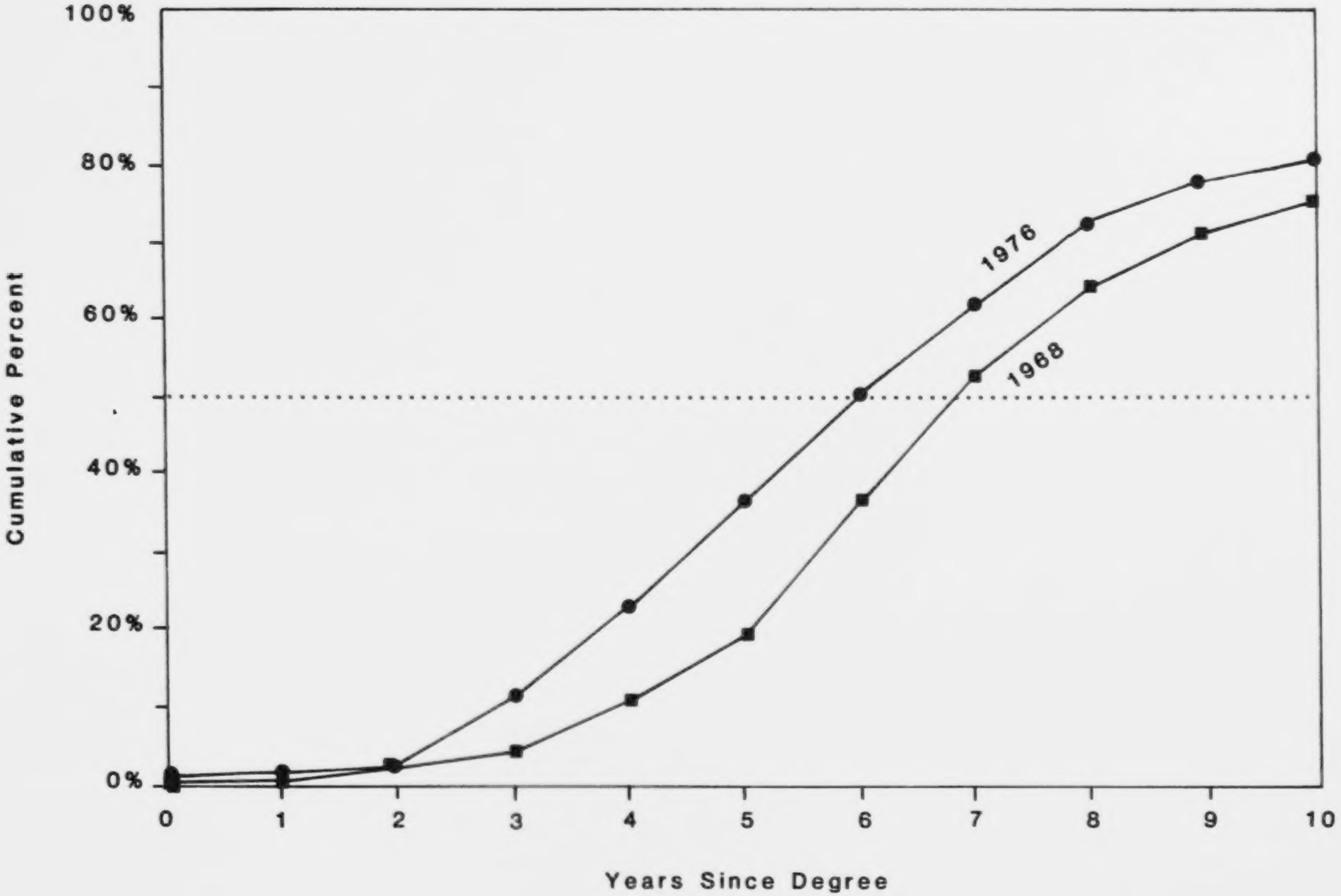


TABLE 15

NUMBER AND PERCENT OF FULL-TIME M.D. NEW HIRE FACULTY BY NUMBER OF RESIDENCIES 1968-1978

NUMBER OF RESIDENCIES	FULL-TIME M.D. NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires	Number of MD New Hires	Percent of MD New Hires
NO RESIDENCY	135	11.6	142	11.1	150	10.0	191	10.1	174	9.4	218	8.9	195	9.1	262	11.0	270	11.2	234	10.8	152	9.4
Without Internship	105	9.0	108	8.5	102	6.8	138	7.3	126	6.8	153	6.3	139	6.5	201	8.5	215	8.9	189	8.7	130	8.0
With Internship	29	2.5	30	2.3	45	3.0	36	1.9	45	2.4	42	1.7	54	2.5	60	2.5	52	2.2	45	2.1	22	1.4
Unknown Internship	1	.1	4	.3	3	.2	17	.9	3	.2	23	.9	2	.1	1	*	3	.1	0	.0	0	.0
ONE RESIDENCY	633	54.4	660	51.7	806	53.7	1108	58.8	1054	56.7	1354	55.6	1236	57.7	1433	60.4	1483	61.7	1400	64.2	1139	69.9
Without Internship	56	4.8	45	3.5	62	4.1	93	4.9	100	5.4	132	5.4	111	5.2	156	6.6	177	7.4	182	8.3	156	9.6
With Internship	573	49.3	611	47.9	742	49.5	998	53.0	930	50.0	1218	50.0	1123	52.4	1273	53.6	1298	54.0	1212	55.6	970	59.5
Unknown Internship	4	.3	4	.3	2	.1	17	.9	24	1.3	4	.2	2	.1	4	.2	8	.3	6	.3	13	.8
TWO OR MORE RESIDENCIES	391	33.6	470	36.9	541	36.0	576	30.6	624	33.6	848	34.8	699	32.6	656	27.6	639	26.6	541	24.8	326	20.1
Without Internship	26	2.2	35	2.8	42	2.8	47	2.5	61	3.3	80	3.3	64	3.0	70	2.9	69	2.9	58	2.7	37	2.3
With Internship	365	31.4	435	34.1	497	33.1	525	27.9	561	30.2	763	31.3	634	29.5	584	24.6	565	23.5	478	21.9	283	17.4
Unknown Internship	0	.0	0	.0	2	.1	4	.2	2	.1	5	.2	1	.1	2	.1	5	.2	5	.2	6	.4
UNKNOWN RESIDENCY	3	.3	3	.3	3	.2	7	.4	7	.4	18	.7	15	.7	24	1.0	13	.6	7	.3	12	.7
Without Internship	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	1	*	0	.0	1	*
With Internship	2	.2	1	.1	1	.1	3	.2	1	.1	2	.1	4	.2	2	.1	6	.3	3	.1	3	.2
Unknown Internship	1	.1	2	.2	2	.1	4	.2	6	.3	16	.6	11	.5	22	.9	6	.3	4	.2	8	.5
TOTAL M.D. NEW HIRES	1162	100.0	1275	100.0	1500	100.0	1882	100.0	1859	100.0	2438	100.0	2145	100.0	2375	100.0	2405	100.0	2182	100.0	1629	100.0

*Less than 0.1 percent.

Percentages may not add up to 100.0 due to rounding.

TABLE 16

NUMBER AND PERCENT OF M.D. AND M.D./Ph.D. NEW HIRES BY RESIDENCY PROGRAM 1968-1978

RESIDENCY PROGRAM	FULL-TIME M.D. NEW HIRES WITH RESIDENCY BY YEAR OF FIRST APPOINTMENT																						TOTAL	
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Anesthesiology	49	4.2	64	5.0	74	4.9	118	6.3	112	6.0	143	5.9	148	6.9	140	5.9	141	5.9	115	5.3	119	7.3	1223	5.9
Dermatology	4	.3	17	1.3	18	1.2	12	.6	13	.7	18	.7	15	.7	18	.8	17	.7	19	.9	15	.9	166	.8
Family Practice	4	.3	7	.5	3	.2	13	.7	11	.6	20	.8	24	1.1	31	1.3	38	1.6	46	2.1	37	2.3	234	1.1
Internal Medicine	297	25.6	339	26.6	405	27.0	463	24.6	443	23.8	693	28.4	548	25.5	622	26.2	582	24.2	536	24.6	412	25.3	5340	25.6
Neurology	29	2.5	43	3.4	49	3.3	53	2.8	62	3.3	89	3.7	58	2.7	66	2.8	65	2.7	48	2.2	42	2.6	704	2.9
Obstetrics-Gynecology	44	3.8	46	3.6	75	5.0	72	3.8	71	3.8	100	4.1	87	4.1	86	3.6	100	4.2	88	4.0	53	3.3	822	3.9
Ophthalmology	18	1.5	19	1.5	18	1.2	30	1.6	26	1.4	41	1.7	31	1.4	32	1.3	37	1.5	29	1.3	25	1.5	306	1.5
Orthopedic Surgery	20	1.7	25	2.0	31	2.1	37	2.0	30	1.6	45	1.8	45	2.1	50	2.1	38	2.0	48	2.2	36	2.2	415	2.0
Otolaryngology	9	.8	15	1.2	19	1.3	20	1.1	12	.6	25	1.0	27	1.3	27	1.1	27	1.1	24	1.1	16	1.0	221	1.1
Pathology	70	6.0	89	7.0	102	6.8	102	5.4	100	5.4	136	5.6	101	4.7	122	5.1	118	4.9	94	4.3	72	4.4	1106	5.3
Pediatrics	140	12.0	117	9.2	133	8.9	167	8.9	192	10.3	234	9.6	211	9.8	230	9.7	286	11.9	230	10.5	181	11.1	2121	10.2
Physical Med. & Rehab.	21	1.8	11	.9	10	.7	15	.8	19	1.0	21	.9	19	.9	24	1.0	27	1.1	21	1.0	19	1.2	207	1.0
Psychiatry	102	8.8	105	8.2	118	7.9	132	7.0	163	8.8	151	6.2	147	6.9	186	7.8	173	7.2	197	9.0	131	8.0	1605	7.7
Preventive Medicine	5	.4	3	.2	5	.3	2	.1	8	.4	7	.3	10	.5	7	.3	5	.2	9	.4	8	.5	69	.3
Radiology	57	4.9	80	6.3	116	7.7	125	6.6	163	8.8	203	8.3	209	9.7	181	7.6	180	7.5	194	8.9	132	8.1	1640	7.9
Surgery	95	8.2	94	7.4	128	8.5	175	9.3	167	9.0	209	8.6	190	8.9	100	8.4	221	9.2	184	8.4	115	7.1	1777	8.5
Emergency Medicine*	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	3	.2	3	**
Unknown Residency	198	17.0	201	15.8	196	13.1	346	18.4	267	14.4	303	12.4	275	12.8	354	14.9	340	14.1	300	13.7	213	13.1	2993	14.4
TOTAL	1162	100.0	1275	100.0	1500	100.0	1882	100.0	1859	100.0	2438	100.0	2145	100.0	2375	100.0	2405	100.0	2182	100.0	1629	100.0	20852	100.0

* Emergency Medicine established as American Specialty Board in 1979.

** Less than .1 percent.

Percentages may not add up to 100.0 due to rounding.

B. POST DOCTORAL AWARDS

The following figures denote the decrease in research fellowships to M.D. new hire faculty and the concurrent increase in research fellowships to Ph.D. new hire faculty.

Post M.D. Fellowships of New Hire Faculty

The distribution of post-doctoral research fellowships and clinical fellowships for M.D./Ph.D. and M.D. faculty is shown on Table 17. As can be noted, the fraction of M.D./Ph.D. new hire faculty with research fellowships only has decreased from 35.6 percent in 1968 to 21.1 percent in 1977, with a slight increase shown for 1978, 23.9 percent.

Those faculty who received a research and a clinical fellowship increased from 2.7 percent in 1968 to 7.7 percent in 1978.

Post Ph.D. Fellowships of New Hire Faculty

The distribution of pre and post doctoral fellowships for M.D./Ph.D. and Ph.D. faculty is shown in Table 18. The fraction of post M.D./Ph.D. and Ph.D. new hire faculty with research fellowships has greatly increased. For those new hire faculty with a post Ph.D. fellowship, (with either a pre *and* a post doctoral fellowship or with only a post doctoral fellowship) the percent increase has more than doubled from 22.8 percent in 1968 to 53.9 percent in 1978.

For the past eleven years over 20 percent of the M.D. new hire faculty have had a post doctoral research fellowship. The significant difference over this period of time is in the Ph.D. new hire faculty with post doctoral training. (Figure 12)

Source of Awards to M.D. New Hire Faculty

Table 19 displays the source of the post M.D. research and clinical fellowships awarded to M.D. full-time new hires over the eleven-year period. Note that the year at the head of each column is the year in which the physician first became a faculty member, not the year in which the fellowship was awarded.

The surge in numbers in 1973 is somewhat artifactual, since Mayo became a medical school in that year, and a large number of its clinicians acquired fauclty status at one time.

One should not rely on the absolute decline in numbers of new hires and numbers of fellowships in 1977 and 1978, due to the problems of slow reporting discussed above.

The aggregate numbers of clinical fellowships which had been awarded to new physician faculty gradually increased with appointment date.

The National Institutes of Health has been the primary source of the research and clinical awards; however, for faculty hired since 1974, the number of clinical awards from that source has been steadily declining; the number of research awards continued to increase for faculty hired prior to 1975.

Foundation support has been increasing for clinical awards from 10.7 percent for faculty members hired in 1968 to 13.9 percent for faculty members hired in 1978. The increase in research awards from that source has not been as significant.

Source of Pre and Post Ph.D. Fellowships to New Hire Faculty

The number of pre Ph.D. fellowships has increased from 233 for new Ph.D. faculty in 1968 to 419 for new 1978 Ph.D. faculty. NIH has continued as the primary source of awards for the fellowships, but the percent of awards from that source has declined from a high of 49.3 percent for new 1973 faculty to 36.7 percent for new 1978 faculty.

Post Ph.D. fellowships emanating from NIH have increased in number, but the fraction of awards from that source has declined from 57.9 percent for new 1968 faculty to 52.9 percent for new 1978 faculty. Post Ph.D. fellowships from Foundations have accounted for an increased fraction -- from 10.5 percent in 1968 to 15.9 percent in 1978. Table 20 displays the Pre and Post Ph.D. fellowships awarded by source for Ph.D.'s becoming medical school faculty members in 1968 through 1978.

Table 21 summarizes the number and percent of new hire faculty with a post doctoral research fellowship. Whereas 22.5 percent of the new hire faculty in 1968 had post doctoral research training, by 1978 the percent of these faculty had increased to 26.4 percent.

TABLE 17

NUMBER AND PERCENT OF M.D. AND M.D./Ph.D. FACULTY WITH POST DOCTORAL FELLOWSHIPS 1968-1978

TYPE OF POST-DOCTORAL FELLOWSHIP	M.D./Ph.D. AND M.D. NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
M.D./Ph.D.																						
Research Fellowship Only	26	35.6	15	21.4	36	36.4	17	25.0	30	33.3	24	21.6	31	29.2	41	36.0	35	29.7	23	21.1	28	23.9
Research & Clinical Fellowship	2	2.7	2	2.9	3	3.0	4	5.9	3	3.3	2	1.8	6	5.7	4	3.5	1	.8	6	5.5	9	7.7
Subtotal	28	38.3	17	24.3	39	39.4	21	30.9	33	36.6	26	23.4	37	34.9	45	39.5	36	30.5	29	26.6	37	31.6
Clinical Fellowship Only	10	13.7	6	8.6	14	14.1	11	16.2	9	10.0	4	3.6	10	9.4	7	6.1	11	9.3	15	13.8	26	22.2
None	35	47.9	47	67.1	46	46.5	36	52.9	48	53.3	81	73.0	59	55.7	62	54.4	71	60.2	65	59.6	54	46.2
TOTAL	73	100.0	70	100.0	99	100.0	68	100.0	90	100.0	111	100.0	106	100.0	114	100.0	118	100.0	109	100.0	117	100.0
M.D.																						
Research Fellowship Only	249	22.9	283	23.5	284	20.3	345	19.0	320	18.1	420	18.0	414	20.3	394	17.4	294	17.2	351	16.9	181	12.0
Research & Clinical Fellowship	51	4.7	32	2.7	48	3.4	48	2.6	51	2.9	48	2.5	53	2.6	50	2.2	65	2.8	66	3.2	93	6.2
Subtotal	300	27.6	315	26.2	332	23.7	393	21.6	371	21.0	478	20.5	467	22.9	444	19.6	459	20.0	417	20.1	274	18.2
Clinical Fellowship Only	279	25.6	308	25.6	294	21.0	350	19.3	382	21.6	386	16.6	339	16.6	359	15.9	346	15.1	363	17.5	433	28.6
None	510	46.8	582	48.3	775	55.3	1070	59.0	1016	57.4	1463	62.9	1233	60.5	1458	64.4	1482	64.8	1293	62.3	805	53.2
TOTAL	1089	100.0	1205	100.0	1401	100.0	1814	100.0	1769	100.0	2327	100.0	2039	100.0	2261	100.0	2287	100.0	2073	100.0	1512	100.0
Total M.D. and M.D./Ph.D.																						
Research Fellowship Only	275	23.7	298	23-4	320	21.3	362	19.2	350	18.8	444	18.2	445	20.8	435	18.3	429	17.8	374	17.1	209	12.8
Research & Clinical Fellowship	53	4.5	34	2.7	51	3.4	52	2.8	54	2.9	60	2.5	59	2.7	54	2.3	66	2.7	72	3.3	102	6.3
Subtotal	328	28.2	332	26.0	371	24.7	414	22.0	414	21.7	504	20.7	504	23.5	489	20.6	495	20.5	446	20.4	311	19.1
Clinical Fellowship Only	289	24.9	314	24.6	308	20.5	361	19.2	391	21.0	390	16.0	349	16.3	366	15.4	357	14.8	378	17.3	459	28.2
None Reported	545	46.9	529	49.3	821	54.7	1107	58.8	1064	57.2	1544	63.3	1292	60.2	1520	64.0	1553	64.6	1358	62.2	859	52.7
GRAND TOTAL	1162	100.0	1275	100.0	1500	100.0	1881	100.0	1859	100.0	2438	100.0	2145	100.0	2375	100.0	2405	100.0	2182	100.0	1629	100.0

TABLE 18

NUMBER AND PERCENT OF M.D./Ph.D AND Ph.D NEW HIRE FACULTY WITH PRE AND/OR POST DOCTORAL FELLOWSHIPS 1968-1978

	M.D./Ph.D. AND Ph.D. NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
M.D./Ph.D.																						
Post Doctoral Fellowship	1	1.4	5	7.1	6	6.1	3	4.4	10	11.1	4	3.6	7	6.6	6	5.3	12	10.2	13	11.9	9	7.7
Pre and Post Doctoral Fellowship	1	1.4	0	.0	2	2.0	1	1.5	5	4.6	2	1.8	2	1.9	2	1.8	3	2.5	3	2.8	10	8.5
Subtotal	2	2.8	5	7.1	8	8.1	4	5.9	15	16.7	6	5.4	9	8.5	8	7.1	15	12.7	16	14.7	19	16.2
Pre Doctoral Fellowship	5	6.8	4	5.7	3	3.0	5	7.4	5	5.6	8	7.2	11	10.4	11	9.6	18	15.3	13	11.9	26	22.2
None Reported	66	90.4	61	87.1	88	88.9	59	86.8	70	77.8	97	87.4	86	81.1	95	83.3	85	72.0	80	73.4	72	61.5
TOTAL	73	100.0	70	100.0	99	100.0	68	100.0	90	100.0	111	100.0	106	100.0	114	100.0	118	100.0	109	100.0	117	100.0
Ph.D.																						
Post Doctoral Fellowship	78	13.6	89	14.6	97	13.3	105	12.9	168	18.6	180	20.2	174	19.3	177	19.8	169	21.8	173	22.1	180	28.0
Pre and Post Doctoral Fellowship	53	9.2	72	11.8	70	9.6	95	11.6	119	13.2	127	14.2	154	17.1	131	14.7	159	20.5	174	22.3	167	25.9
Subtotal	131	22.8	161	26.4	167	22.9	200	24.5	287	31.8	307	34.4	328	26.4	308	34.5	328	42.3	347	44.4	347	53.9
Pre Doctoral Fellowship	126	22.0	139	22.9	179	24.6	204	25.0	222	24.6	216	24.2	188	20.8	214	23.9	175	22.6	140	19.2	124	19.3
None Reported	317	55.2	308	50.7	381	52.4	413	50.6	393	43.6	370	41.4	386	42.8	372	41.6	272	35.1	285	36.4	173	26.9
TOTAL	574	100.0	608	100.0	727	100.0	817	100.0	902	100.0	893	100.0	902	100.0	894	100.0	775	100.0	782	100.0	644	100.0
Total Ph.D. and M.D./Ph.D.																						
Post Doctoral Fellowship	79	12.2	94	13.9	103	12.5	108	12.2	178	17.9	184	18.3	181	18.0	183	18.2	181	20.3	186	20.9	189	24.8
Pre and Post Doctoral Fellowship	54	8.3	72	10.6	72	8.7	96	10.9	124	12.5	129	12.9	154	15.5	133	13.2	162	18.1	177	19.9	177	23.3
Subtotal	133	20.5	166	24.5	175	21.2	204	23.1	302	30.4	313	31.2	337	33.5	316	31.4	343	38.4	363	40.8	366	48.1
Pre Doctoral Fellowship	131	20.3	143	21.1	182	22.0	209	23.6	227	22.9	224	22.3	199	19.7	225	22.3	193	21.6	163	18.3	150	19.7
None Reported	383	59.2	369	54.4	469	56.8	472	53.3	463	46.7	467	46.5	472	46.8	467	46.3	357	40.0	365	41.0	245	32.2
TOTAL	647	100.0	678	100.0	826	100.0	885	100.0	992	100.0	1004	100.0	1008	100.0	1008	100.0	893	100.0	891	100.0	761	100.0

FIGURE 12

PERCENT DISTRIBUTION OF FULL-TIME NEW HIRES WITH RESEARCH TRAINING

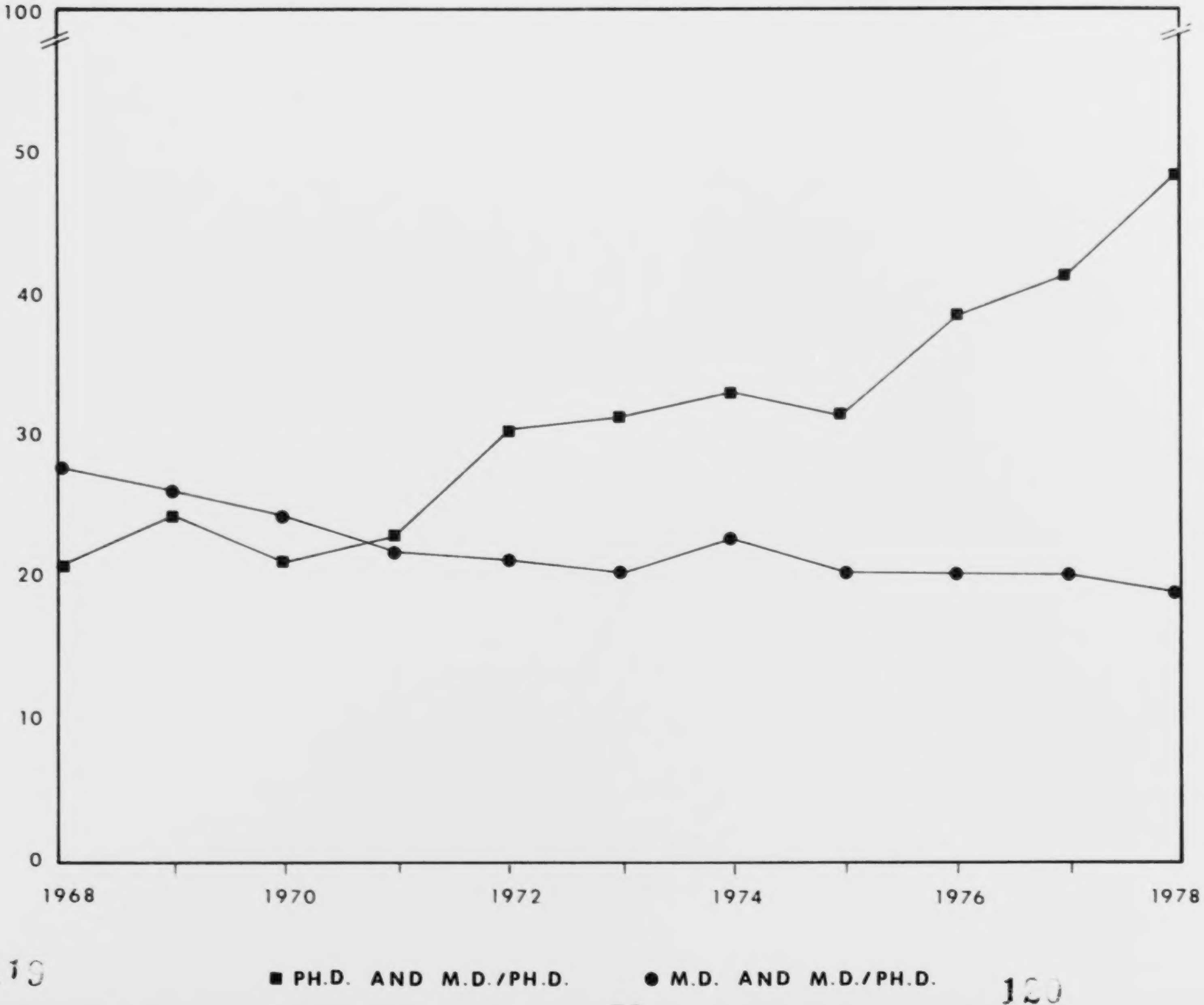


TABLE 19

NUMBER AND PERCENT OF POST-M.D. RESEARCH AND CLINICAL FELLOWSHIPS AWARDED TO FULL-TIME NEW HIRES BY SOURCE OF AWARD 1968-1978

SOURCE OF POST-M.D. FELLOWSHIP	POST-M.D. FELLOWSHIPS AWARDED TO FULL-TIME NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships	Number of Fellowships	Percent of Fellowships
TOTAL Post-M.D. Research Fellowships	417	100.0	440	100.0	472	100.0	530	100.0	519	100.0	657	100.0	649	100.0	623	100.0	621	100.0	565	100.0	373	100.0
NIH	225	54.0	256	58.2	274	58.0	269	50.7	256	49.3	318	48.4	304	46.8	284	45.6	270	43.5	231	40.9	164	44.0
PHS	39	9.4	43	9.8	30	6.4	27	5.1	18	3.4	29	4.4	34	5.2	22	3.5	22	3.5	24	4.2	8	2.2
DHEW (Other)	6	1.4	6	1.4	8	1.7	14	2.6	15	2.9	21	3.2	14	2.2	12	1.9	22	3.5	15	2.7	5	1.3
NSF	1	.2	1	.2	0	.0	0	.0	1	.2	0	.0	3	.5	0	.0	0	.0	0	.0	1	.3
VA	5	1.2	9	2.0	10	2.1	14	2.6	18	3.5	21	3.2	24	3.7	33	5.3	15	2.4	11	2.0	10	2.7
Federal-Other	7	1.7	6	1.4	7	1.5	4	.8	8	1.5	14	2.1	15	2.3	15	2.4	14	2.3	7	1.2	5	1.3
Foundation	69	16.6	66	15.0	77	16.3	92	17.4	85	16.4	114	17.4	94	14.5	103	16.5	123	19.8	107	18.9	68	18.2
Industry	6	1.4	7	1.6	4	.8	2	.4	6	1.2	3	.5	5	.8	3	.5	7	1.1	5	.9	5	1.3
Other	54	12.9	42	9.5	56	11.9	93	17.6	96	18.5	129	19.6	146	22.5	133	21.4	131	21.1	146	25.8	90	24.1
Unknown	5	1.2	4	.9	6	1.3	15	2.8	16	3.1	8	1.2	10	1.5	18	2.9	17	2.8	19	3.4	17	4.6
TOTAL Post-M.D. Clinical Fellowships	429	100.0	443	100.0	433	100.0	495	100.0	540	100.0	540	100.0	488	100.0	497	100.0	514	100.0	527	100.0	664	100.0
NIH	218	50.8	201	45.4	214	49.4	232	46.9	223	41.2	210	38.9	167	34.2	154	31.0	135	26.3	108	20.5	136	20.5
PHS	50	11.7	38	8.6	27	6.2	33	6.7	27	5.0	27	5.0	26	5.3	25	5.0	15	2.9	17	3.2	14	2.1
DHEW (Other)	19	4.4	22	5.0	32	7.4	38	7.7	66	12.2	36	6.7	46	9.4	44	8.9	45	8.8	23	4.4	39	5.9
NSF	0	.0	0	.0	0	.0	0	.0	0	.0	2	.4	0	.0	0	.0	0	.0	1	.2	1	.1
VA	4	.9	13	2.9	9	2.1	16	3.2	26	4.8	46	8.5	42	8.6	32	6.4	43	8.4	30	5.7	33	5.0
Federal-Other	6	1.4	14	3.2	5	1.2	4	.8	15	2.8	11	2.0	10	2.1	3	.6	16	3.1	19	3.6	17	2.6
Foundation	46	10.7	55	12.4	56	12.9	46	9.3	56	10.4	71	13.1	64	13.1	77	15.5	84	16.3	72	13.6	93	13.9
Industry	0	.0	2	.4	3	.7	2	.4	2	.4	8	1.5	2	.4	4	.8	1	.2	2	.4	3	.4
Other	79	18.5	92	20.8	74	17.1	105	21.2	103	19.1	110	20.4	113	23.2	139	28.0	144	28.0	212	40.2	281	42.4
Unknown	7	1.6	6	1.3	13	3.0	19	3.8	22	4.1	19	3.5	18	3.7	19	3.8	31	6.0	43	8.2	47	7.1
TOTAL Post-M.D. Fellowships	846	100.0	883	100.0	905	100.0	1025	100.0	1059	100.0	1197	100.0	1137	100.0	1120	100.0	1135	100.0	1092	100.0	1037	100.0
NIH	443	52.4	457	51.4	488	53.9	501	48.9	479	45.2	528	44.1	471	41.4	439	39.2	405	35.7	339	31.1	300	28.9
PHS	89	10.5	81	9.1	57	6.3	60	5.8	45	4.3	56	4.7	60	5.3	47	4.2	37	3.3	41	3.7	22	2.1
DHEW (Other)	25	3.0	28	3.2	40	4.4	52	5.1	81	7.6	57	4.7	60	5.3	55	4.9	67	5.9	38	3.5	44	4.2
NSF	1	.1	1	.1	0	.0	0	.0	1	.1	2	.2	3	.2	0	.0	0	.0	1	.1	2	.2
VA	9	1.1	22	2.5	19	2.1	30	2.9	44	4.1	67	5.6	66	5.8	65	5.8	58	5.1	41	3.7	43	4.2
Federal-Other	13	1.5	20	2.2	12	1.3	8	.8	23	2.2	25	2.1	25	2.2	18	1.6	30	2.6	26	2.4	22	2.1
Foundation	115	13.6	121	14.5	133	14.7	138	13.5	141	13.3	185	15.4	158	13.9	180	16.1	207	18.2	179	16.4	161	15.5
Industry	6	.7	9	1.0	7	.8	4	.4	8	.8	11	.9	7	.6	7	.6	8	.7	7	.6	8	.8
Other	133	15.7	134	14.9	130	14.4	198	19.3	199	18.8	239	20.0	259	22.8	272	24.3	275	24.3	358	32.8	371	35.8
Unknown	12	1.4	10	1.1	19	2.1	34	3.3	38	3.6	27	2.3	28	2.5	37	3.3	48	4.2	62	5.7	64	6.2

Percentages may not add up to 100.0 due to rounding.

TABLE 20

NUMBER AND PERCENT OF PRE- AND POST-Ph.D. FELLOWSHIPS AWARDED TO FULL-TIME NEW HIRES BY SOURCE OF AWARD 1968-1978

SOURCE OF PRE-AND POST-Ph.D. FELLOWSHIPS	PRE- AND POST-Ph.D. FELLOWSHIPS AWARDED TO FULL-TIME NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
TOTAL Pre-Ph.D. Fellowships	233	100.0	290	100.0	327	100.0	402	100.0	453	100.0	485	100.0	469	100.0	485	100.0	469	100.0	453	100.0	419	100.0
NIH	113	48.5	140	48.3	161	49.2	192	47.8	183	40.4	239	49.3	194	41.4	183	37.7	189	40.3	177	39.1	154	36.7
PHS	20	8.6	15	5.2	11	3.4	30	7.5	26	5.7	32	6.6	22	4.7	29	6.0	23	4.9	33	7.3	30	7.2
DHEW (Other)	6	2.6	10	3.4	20	6.1	15	3.7	23	5.1	14	2.9	31	6.6	23	4.7	27	5.8	17	3.7	35	8.4
NSF	15	6.4	15	5.2	15	4.6	27	6.7	29	6.4	22	4.5	37	7.9	29	6.0	36	7.7	38	8.4	27	6.4
VA	2	.9	3	1.0	4	1.2	2	.5	4	.9	6	1.2	5	1.1	2	.4	5	1.1	4	.9	11	2.6
Federal-Other	10	4.3	15	5.2	20	6.1	15	3.7	23	5.1	27	5.6	27	5.8	27	5.6	21	4.5	21	4.6	17	4.1
Foundation	17	7.3	35	12.1	37	11.3	30	7.5	53	11.7	45	9.3	45	9.6	44	9.1	47	10.0	37	8.2	35	8.4
Industry	9	3.9	3	1.0	6	1.8	9	2.2	10	2.2	8	1.7	4	.8	5	1.0	8	1.7	2	.4	6	1.4
Other	39	16.7	53	16.3	52	15.9	77	19.2	101	22.3	87	17.9	101	21.5	136	28.0	106	22.6	115	25.4	102	24.3
Unknown	2	.9	1	.3	1	.3	5	1.2	1	.2	5	1.0	3	.6	7	1.4	7	1.5	9	2.0	2	.5
TOTAL Post-Ph.D. Fellowships	171	100.0	208	100.0	215	100.0	267	100.0	382	100.0	408	100.0	463	100.0	447	100.0	465	100.0	502	100.0	484	100.0
NIH	99	57.9	117	56.3	112	52.1	150	56.2	206	53.9	195	47.8	232	50.1	218	48.8	237	51.0	272	54.2	256	52.9
PHS	10	5.8	14	6.7	13	6.1	11	4.1	10	2.6	13	3.2	13	2.8	16	3.6	8	1.7	18	3.6	18	3.7
DHEW (Other)	2	1.2	6	2.9	4	1.9	8	3.0	21	5.5	16	3.9	11	2.4	9	2.0	15	3.2	12	2.4	13	2.7
NSF	10	5.8	10	4.8	12	5.6	12	4.5	14	3.7	15	3.7	6	1.3	15	3.4	12	2.6	16	3.2	14	2.9
VA	0	.0	0	.0	2	.9	2	.7	1	.3	2	.5	3	.6	5	1.1	2	.4	0	.0	2	.4
Federal-Other	10	5.8	10	4.8	10	4.6	6	2.3	11	2.9	13	3.2	14	3.0	12	2.7	13	2.8	14	2.8	10	2.1
Foundation	18	10.5	24	11.5	34	15.8	34	12.7	54	14.1	86	21.1	90	19.4	92	20.6	82	17.6	80	15.9	77	15.9
Industry	1	.6	5	2.4	2	.9	0	.0	6	1.6	6	1.5	5	1.1	7	1.6	5	1.1	5	1.0	10	2.1
Other	21	12.3	22	10.6	22	10.2	41	15.4	53	13.9	51	12.5	86	18.6	68	15.2	84	18.1	72	14.3	81	16.7
Unknown	0	.0	0	.0	4	1.9	3	1.1	6	1.6	11	2.7	3	.6	5	1.1	7	1.5	13	2.6	3	.6

TABLE 21

NUMBER AND PERCENT OF TOTAL NEW HIRE FACULTY WITH POST DOCTORAL RESEARCH FELLOWSHIPS BY DEGREE, 1968 - 1978

DEGREE	NEW HIRE FACULTY BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
M.D./Ph.D.	29	1.4	22	1.0	45	1.7	24	.8	45	1.4	31	.8	45	1.3	51	1.4	50	1.4	42	1.3	53	2.1
M.D.	300	14.6	315	14.3	332	12.7	393	12.6	371	11.5	476	12.6	467	13.1	444	12.0	459	12.9	417	12.5	275	10.7
Ph.D.	130	6.3	161	7.3	167	6.4	200	6.4	287	8.9	307	8.1	328	9.2	307	8.3	328	9.2	347	10.4	346	13.5
Other Health Doctorate	5	.2	2	.1	1	*	4	.1	5	.2	2	.1	10	.3	8	.2	5	.1	6	.2	3	.1
Total New Hires with Research Fellowship	*464*	*22.5*	*500*	*22.7*	*545*	*20.9*	*621*	*19.9*	*708*	*21.9*	*818*	*21.6*	*850*	*23.8*	*810*	*21.8*	*842*	*23.6*	*812*	*24.4*	*677*	*26.4*
No Research Fellowship	1593	77.4	1703	77.3	2059	79.1	2503	80.1	2530	78.1	2966	78.4	2725	76.2	2907	78.2	2721	76.4	2518	75.6	1890	73.6
TOTAL NEW HIRE FACULTY	2057	100.0	2203	100.0	2604	100.0	3124	100.0	3238	100.0	3784	100.0	3575	100.0	3717	100.0	3563	100.0	3330	100.0	2567	100.0

*Less than .1 percent.
Percentages may not add up to 100.0 due to rounding.

C. SPECIALTIES AND DISCIPLINES

The distribution of the specialties of the new hire full-time faculty are based on the M.D. and the M.D./Ph.D. faculty. The Ph.D. discipline distribution is based on the Ph.D. and the M.D./Ph.D. faculty. Using 1968 as an example, (see Table 5 for number distribution of faculty 1968-78), there were 1089 M.D.'s and 73 M.D./Ph.D.'s -- a total of 1162 faculty with an M.D. degree. Adding the 73 M.D./Ph.D.'s to the 574 Ph.D.'s gives a total of 647 faculty members with a Ph.D. degree. Therefore, the sum of the faculty with specialties and disciplines exceeds the total full-time faculty numbers.

Specialties of M.D. New Hire and Base Faculty

As 25 percent of the M.D. new hires' specialties were not reported to the Faculty Roster in 1968, the years 1974 through 1977, when the "unknown" figure was below 9 percent, will be used to illustrate the percent changes in the specialties.

Orthopedic Surgery, Psychiatry and Surgery specialties have increased in the percent of new hire faculty. Since 1974, Orthopedic Surgery has increased by 0.7 percent; Psychiatry by 1.9 percent and Surgery by 1.9 percent. The greatest percent of the new hire M.D. faculty in any year had as their specialty Internal Medicine followed by Pediatrics.

All of the other specialties remained at about the same level or decreased. The percent decrease in base faculty in the Family Practice specialty is due to the inclusion of the General Medicine category in the earlier years and the decline in that category as Family Practice became a recognized specialty in 1970. (Table 22)

Board Certification of M.D. New Hires

The number and percent distribution of the full-time M.D. new hires who are Board Certified in their specialty for each of the eleven years is shown on Table 23.

The percent of the faculty who are Board Certified with a specialty fluctuates to such an extent that it is difficult to draw any but the most general conclusions. Less new hire M.D. faculty are Board Certified in their specialty in 1978 than in previous years. Some of the specialties which show a consistently smaller percent of the M.D. new hire faculty being Board Certified over the eleven years are Anesthesiology, Ob-Gyn, Surgery and Orthopedic Surgery. In the case of Orthopedic Surgery, it may be helpful to note that in 1968, nine out of ten new hire faculty were Board Certified (90 percent) and in 1977 only 19 out of 52 (37 percent) were Board Certified.

Specialties which have had the greatest percent of Board Certified faculty, as reported to the Faculty Roster, over the total eleven years, are Otolaryngology, Pediatrics and Dermatology.

Disciplines of Ph.D. New Hire and Base Faculty

In 1977 and 1978 several of the basic disciplines show a percent increase in faculty. Biochemistry has shown a consistent increase from 16.7 percent in 1968 to 18.7 percent in 1978, Immunology has increased from 0.6 percent in 1968 to 1.2 percent in 1978. (Figure 13)

Genetics has fluctuated from 1.9 percent in 1968 to a high of 2.8 percent in 1970 to 1.4 percent in 1978. Biology, Anatomy, Microbiology, Nutrition, Physiology and Zoology all show a percent decrease in 1977 and 1978.

The Social Sciences have shown the greatest increase in percent of new hire fauclty -- 14.8 percent in 1968 versus 18.8 percent in 1978. The Physical Sciences showed a slight percentage gain in 1977. In the Clinical Sciences, 14 of the disciplines either remained the same or had a slight increase in percent of faculty. Four of the disciplines showed a decrease. The faculty count in the clinical disciplines for the Ph.D. faculty is due to a difference in degree terminology between the British Commonwealth countries and the United States. Again the figures for 1977 are more reliable than those for 1978 due to incomplete reporting. (See Table 24)

Disciplines of Non-Doctoral Faculty

Allied Health, Public Health and Administration all have had a percent increase among the non-doctoral faculty; however, the Social Sciences have consistently declined in percent of non-doctoral new hire faculty with 34.1 percent in 1968, 29 percent in 1973 and 21.3 percent in 1978. The percent of non-doctoral base faculty in the Social Sciences has fluctuated, increasing from 23.5 percent in 1968 to 26.0 percent in 1973 and then declining to 25.1 percent in 1978. (Table 25)

TABLE 22

NUMBER AND PERCENT OF NEW HIRE AND BASE FULL-TIME M.D. AND M.D./Ph.D. FACULTY WITHIN SPECIALTY 1968-1978

M.D. SPECIALTY	FULL-TIME M.D.'s WITH SPECIALTY BY YEAR																			
	1968				1969				1970				1971				1972			
	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty
Anesthesiology	37	3.2	483	4.0	41	3.2	560	4.1	56	3.7	647	4.3	110	5.9	746	4.5	81	4.4	858	4.7
Dermatology	3	.2	127	1.1	9	.7	132	1.0	10	.7	145	1.0	10	.5	169	1.0	14	.8	181	1.0
Family Practice	44	3.8	741	6.1	49	3.9	789	5.8	54	3.6	853	5.7	89	4.7	915	5.5	49	2.6	960	5.3
Internal Medicine	238	20.5	2413	20.0	273	21.4	2735	20.3	329	21.9	3110	20.8	408	21.7	3513	21.1	447	24.0	3940	21.8
Neurology	20	1.7	372	3.1	27	2.1	423	3.1	32	2.1	479	3.2	43	2.3	540	3.2	50	2.7	589	3.3
Obstetrics/Gynecology	31	2.7	462	3.8	35	2.8	535	4.0	55	3.7	608	4.1	63	3.3	693	4.2	60	3.2	763	4.2
Opthalmology	16	1.4	173	1.4	21	1.7	202	1.5	19	1.3	233	1.5	37	2.0	259	1.6	20	1.1	297	1.6
Orthopedic Surgery	10	.9	164	1.4	13	1.0	187	1.4	21	1.4	222	1.5	32	1.7	266	1.6	33	1.8	315	1.8
Otolaryngology	6	.5	117	1.0	13	1.0	129	1.0	24	1.6	152	1.0	22	1.2	178	1.1	12	.6	197	1.1
Pathology	84	7.2	1154	9.6	94	7.4	1285	9.5	102	6.8	1396	9.3	125	6.6	1535	9.2	108	5.8	1640	9.1
Pediatrics	102	8.8	1300	10.7	107	8.4	1459	10.8	125	8.3	1626	10.9	143	7.6	1802	10.8	176	9.4	1921	10.6
Physical Med. & Rehab.	7	.6	144	1.2	8	.6	156	1.2	5	.3	183	1.2	19	1.0	192	1.2	16	.9	217	1.2
Psychiatry	78	6.7	1009	8.3	98	7.7	1131	8.4	106	7.1	1296	8.6	125	6.6	1443	8.7	154	8.3	1551	8.6
Public Health	14	1.2	164	1.4	12	.9	187	1.4	15	1.0	207	1.4	10	.5	222	1.3	15	.8	221	1.2
Radiology	62	5.3	659	5.4	66	5.2	756	5.6	108	7.2	855	5.7	131	7.0	1019	6.1	167	9.0	1182	6.5
Surgery	63	5.4	1215	10.0	64	5.0	1331	9.9	93	6.2	1467	9.8	165	8.8	1619	9.7	134	7.2	1768	9.8
None	57	4.9	828	6.8	50	3.9	901	6.7	60	4.0	956	6.4	86	4.6	1026	6.2	65	3.5	1088	6.0
Unknown	290	25.0	572	4.7	295	23.1	577	4.3	286	19.1	532	3.6	264	14.0	501	3.0	258	13.9	401	2.2
TOTAL	1162	100.0	12097	100.0	1275	100.0	13475	100.0	1500	100.0	14967	100.0	1882	100.0	16638	100.0	1859	100.0	18089	100.0

Percentages may not add to 100.0 due to rounding.

TABLE 22 (continued)

FULL-TIME M.D.'s WITH SPECIALTY BY YEAR

1973				1974				1975				1976				1977				1978			
Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of N New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty
133	5.4	918	4.8	130	6.1	1017	4.9	142	6.0	1119	5.2	144	6.0	1187	5.3	122	5.6	1222	5.3	118	7.2	1254	5.3
17	.7	185	1.0	13	.6	197	1.0	17	.7	210	1.0	15	.6	215	1.0	17	.8	222	1.0	14	.9	233	1.0
60	2.4	934	4.9	79	3.7	926	4.4	121	5.1	953	4.4	94	3.9	998	4.4	88	4.0	1018	4.4	65	4.0	1038	4.3
728	29.9	4352	22.7	589	27.4	4945	24.0	661	27.8	5288	24.5	645	26.8	5606	24.9	581	26.6	5861	25.3	452	27.7	6061	25.4
79	3.2	625	3.3	54	2.5	696	3.4	59	2.5	732	3.4	57	2.4	764	3.4	46	2.1	791	3.4	32	2.0	802	3.4
92	3.8	803	4.2	89	4.1	860	4.2	86	3.6	899	4.2	106	4.4	933	4.1	92	4.2	981	4.2	55	3.4	1016	4.3
26	1.1	306	1.6	24	1.1	322	1.6	28	1.2	345	1.6	34	1.4	364	1.6	26	1.2	377	1.6	26	1.6	386	1.6
36	1.5	336	1.8	36	1.7	355	1.7	50	2.1	377	1.7	47	2.0	401	1.8	52	2.4	428	1.9	42	2.6	441	1.8
28	1.1	196	1.0	30	1.4	208	1.0	26	1.1	221	1.0	31	1.3	230	1.0	25	1.2	239	1.0	15	.9	246	1.0
138	5.7	1690	8.8	99	4.6	1749	8.5	119	5.0	1769	8.2	113	4.7	1795	8.0	104	4.8	1809	7.8	70	4.3	1831	7.7
232	9.5	2069	10.8	209	9.7	2246	10.9	222	9.4	2370	11.0	275	11.4	2491	11.1	218	10.0	2644	11.4	193	11.8	2724	11.4
22	.9	233	1.2	19	.9	251	1.2	17	.7	249	1.1	26	1.1	243	1.1	16	.7	258	1.1	17	1.0	270	1.1
141	5.8	1662	8.7	141	6.6	1749	8.5	174	7.3	1833	8.5	159	6.6	1932	8.6	186	8.5	1973	8.5	135	8.3	2067	8.7
13	.5	223	1.2	14	.7	222	1.1	12	.5	213	1.0	17	.7	215	.9	16	.7	218	.9	10	.6	223	.9
189	7.8	1313	6.8	210	9.8	1446	7.0	201	8.5	1547	7.2	205	8.5	1599	7.1	209	9.6	1625	7.0	136	8.3	1700	7.1
198	8.1	1847	9.6	154	7.2	1982	9.6	185	7.8	2081	9.7	192	8.0	2174	9.7	198	9.1	2222	9.6	120	7.4	2299	9.6
72	3.0	1197	5.8	68	3.2	1129	5.5	83	3.5	1127	5.2	88	3.7	1146	5.1	73	3.3	1144	4.9	53	3.3	1136	4.8
234	9.6	344	1.8	187	8.7	300	1.5	172	7.2	231	1.1	157	6.5	199	.9	113	5.2	172	.7	76	4.7	154	.6
2438	100.0	19143	100.0	2145	100.0	20600	100.0	2375	100.0	21564	100.0	2405	100.0	22492	100.0	2182	100.0	23204	100.0	1629	100.0	23881	100.0

Percentages may not add up to 100.0 due to rounding.

TABLE 23

NUMBER AND PERCENT OF BOARD CERTIFIED FULL-TIME NEW HIRES BY SPECIALTY, 1968-1978

M.D. SPECIALTY	FULL-TIME M.D. NEW HIRES WITH PRIMARY SPECIALTY BY YEAR OF FIRST APPOINTMENT														
	1968			1969			1970			1971			1972		
	Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification
Anesthesiology	37	17	45.9	41	21	51.2	56	16	28.6	110	29	26.4	81	27	33.3
Dermatology	3	3	100.0	9	6	66.7	10	8	80.0	10	3	30.0	14	8	57.1
Family Practice	0	0	.0	0	0	.0	54	3	5.6	89	19	21.3	49	25	51.0
Internal Medicine	282	67	23.8	322	78	24.2	329	104	31.6	408	108	26.5	447	176	39.4
Neurology	20	3	15.0	27	7	26.0	32	6	18.8	43	4	9.3	50	8	16.0
Obstetrics/Gynecology	31	15	48.4	35	19	54.3	55	26	47.3	63	29	46.0	60	32	53.3
Ophthalmology	16	10	62.5	21	12	57.1	19	6	31.6	37	14	37.8	20	11	55.0
Orthopedic Surgery	10	9	90.0	13	9	69.2	21	10	47.6	32	9	28.1	33	15	45.5
Otolaryngology	6	3	50.0	13	10	76.9	24	14	58.3	22	12	54.5	12	8	66.7
Pathology (Clinical)	84	25	29.8	94	32	34.0	102	24	23.5	125	22	17.6	108	45	41.7
Pediatrics	102	78	76.5	107	71	66.4	125	77	61.6	143	91	63.6	176	103	58.5
Physical Med. & Rehabilitation	7	1	14.3	8	5	62.5	5	0	.0	19	11	57.9	16	5	31.3
Psychiatry	78	11	14.1	98	16	16.3	106	12	11.3	125	21	16.8	154	37	24.0
Public Health	14	6	42.9	12	3	25.0	15	4	26.7	10	4	40.0	15	1	6.7
Radiology	62	25	40.3	66	24	36.4	108	44	40.7	131	44	33.6	167	67	40.1
Surgery	63	49	77.8	64	36	56.3	93	54	58.1	165	64	38.8	134	56	41.8
Unknown Specialty	290	0	.0	295	0	.0	286	0	.0	264	0	.0	258	0	.0
No Specialty	57	0	.0	50	0	.0	60	0	.0	86	0	.0	65	0	.0
TOTAL	1162	322	27.7	1275	349	27.4	1500	408	27.2	1882	484	25.7	1859	624	33.6

Percentages may not add up to 100.0 due to rounding.

TABLE 23 (continued)

NUMBER AND PERCENT OF BOARD CERTIFIED FULL TIME M.D. NEW HIRES BY SPECIALTY, 1968-1978

FULL-TIME M.D. NEW HIRES WITH PRIMARY SPECIALTY BY YEAR OF FIRST APPOINTMENT																				
1973			1974			1975			1976			1977			1978			Total All Years		
Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification	Number of Faculty	Board Certification	Percent Board Certification
133	47	35.3	130	53	40.8	142	38	26.8	144	47	32.6	122	42	34.4	118	33	28.0	1114	370	33.2
17	10	58.8	13	4	30.8	17	6	35.3	15	10	66.7	17	8	47.1	14	8	57.1	139	74	53.2
60	32	53.3	79	43	54.4	121	50	41.3	94	38	40.4	88	54	61.4	65	39	60.0	699	303	43.4
728	370	50.8	589	312	53.0	661	299	45.2	645	301	46.7	581	331	57.0	452	276	61.1	5444	2422	44.5
79	19	24.1	54	6	11.1	59	8	13.6	57	9	15.8	46	7	15.2	32	5	15.6	499	82	16.4
92	48	52.2	89	28	31.5	86	30	34.9	106	40	37.7	92	29	31.5	55	12	21.8	764	308	40.3
26	12	46.2	24	14	58.3	28	12	42.9	34	19	55.9	26	7	26.9	26	15	57.7	277	132	47.7
36	24	66.7	36	17	47.2	50	14	28.0	47	17	36.2	52	19	36.5	42	14	33.3	372	157	42.2
28	19	67.9	30	18	60.0	26	14	53.8	31	17	54.8	25	15	60.0	15	7	46.7	232	137	59.1
138	42	30.4	99	46	46.5	119	45	37.8	113	43	38.1	104	46	44.2	70	41	58.6	1156	411	35.6
232	120	51.7	209	95	45.4	222	120	54.1	275	123	44.7	218	109	50.0	193	81	42.0	2002	1068	53.4
22	13	59.1	19	8	42.1	17	4	23.5	26	6	23.1	16	5	31.3	17	3	17.7	172	61	35.5
141	32	22.7	141	12	8.5	174	23	13.2	159	24	15.1	186	41	22.0	135	26	19.3	1497	255	17.0
13	5	38.5	14	3	21.4	12	3	25.0	17	6	35.3	16	3	18.8	10	7	70.0	148	45	30.4
189	55	29.1	210	101	48.1	201	86	42.8	205	95	46.3	209	102	48.8	136	94	69.1	1684	737	43.8
198	83	41.9	154	62	40.3	185	55	29.7	192	63	32.8	198	64	32.3	120	34	28.3	1566	620	39.6
234	1	*	187	0	.0	172	0	.0	157	1	*	113	0	.0	76	0	.0	2332	2	.1
72	0	.0	68	0	.0	83	0	.0	88	0	.0	73	0	.0	53	0	.0	755	0	.0
2438	932	38.2	2145	822	38.3	2375	807	34.0	2405	859	35.7	2182	882	40.4	1629	695	42.7	20852	7184	34.5

*Less than .1 Percent
Percentages may not add up to 100.0 due to rounding.

FIGURE 13

DISTRIBUTION OF NEW FULL-TIME Ph.D.'S BY DISCIPLINE OF DOCTORATE FOR 1968 AND 1978

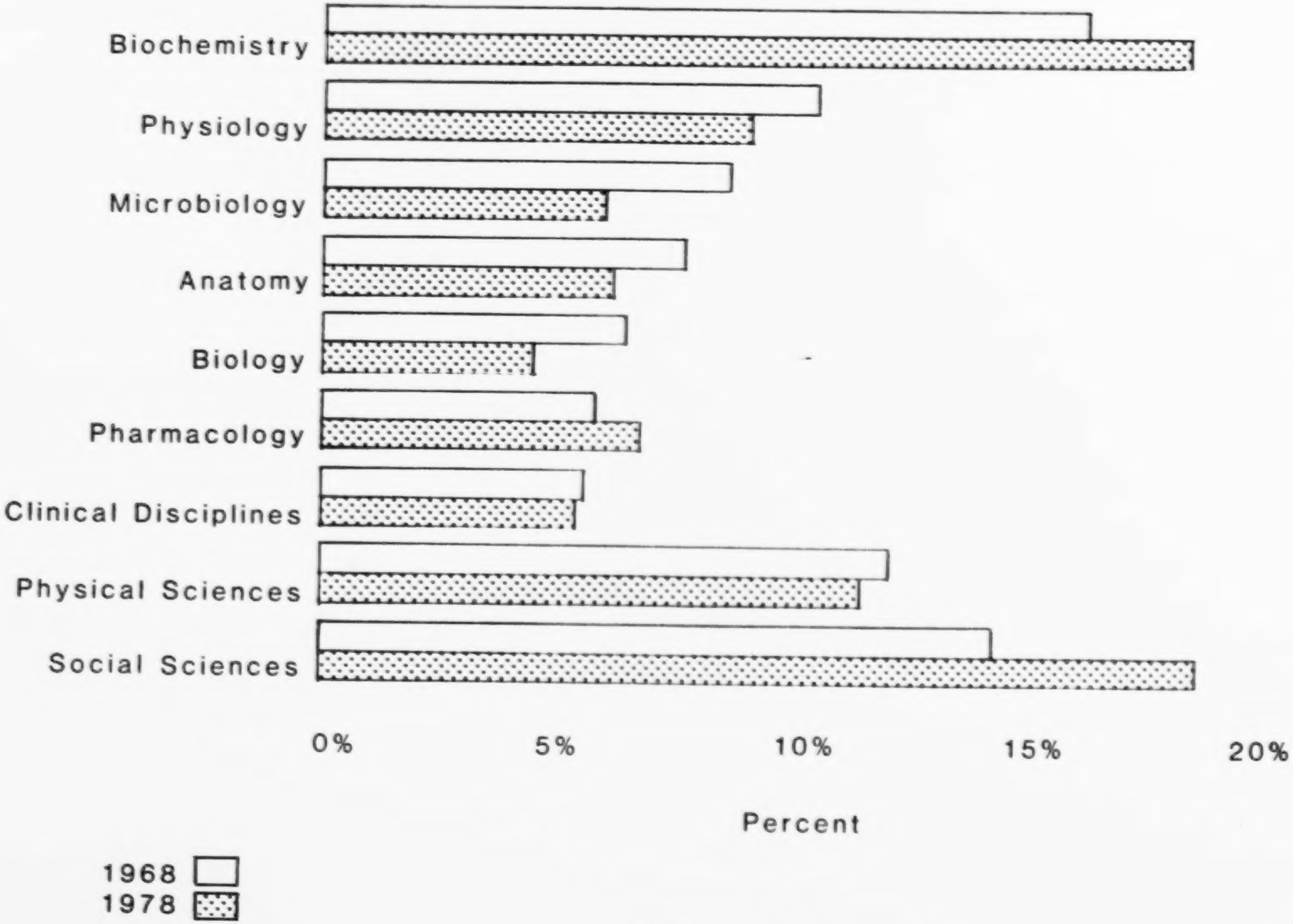


TABLE 24

NUMBER AND PERCENT OF FULL TIME NEW HIRE AND BASE FACULTY BY PH.D. DISCIPLINE, 1968-1978

DISCIPLINE	FULL-TIME Ph.D.'s BY YEAR 1968 Number of New Hires	1968 Percent of New Hires	1968 Number of Base Faculty	1968 Percent of Base Faculty	1969 Number of New Hires	1969 Percent of New Hires	1969 Number of Base Faculty	1969 Percent of Base Faculty	1970 Number of New Hires	1970 Percent of New Hires	1970 Number of Base Faculty	1970 Percent of Base Faculty	1971 Number of New Hires	1971 Percent of New Hires	1971 Number of Base Faculty	1971 Percent of Base Faculty	1972 Number of New Hires	1972 Percent of New Hires	1972 Number of Base Faculty	1972 Percent of Base Faculty
BASIC																				
Anatomy	51	7.9	525	8.9	58	8.5	591	8.8	58	7.0	666	8.8	65	7.3	743	8.7	73	7.4	802	8.6
Biochemistry	108	16.7	1147	19.4	130	19.2	1279	19.0	166	20.1	1425	18.8	149	16.8	1613	18.9	188	19.0	1742	18.7
Biology	41	6.3	243	4.1	37	5.4	293	4.4	32	3.9	333	4.4	43	4.9	377	4.4	46	4.6	412	4.4
Ecology	0	.0	3	.1	0	.0	3	*	1	.1	3	*	1	.1	4	*	0	.0	4	*
Entomology	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0
Genetics	12	1.9	76	1.3	12	1.8	91	1.4	23	2.8	108	1.4	10	1.1	134	1.6	26	2.6	146	1.6
Immunology	4	.6	35	.6	4	.6	39	.6	8	1.0	44	.6	13	1.5	52	.6	13	1.3	64	.7
Microbiology	56	8.7	555	9.4	52	7.7	626	9.3	70	8.5	691	9.1	52	5.9	770	9.0	72	7.3	815	8.8
Nutrition	4	.6	15	.3	2	.3	21	.3	3	.4	24	.3	5	.6	26	.3	5	.5	30	.3
Pathology	10	1.5	87	1.5	4	.6	98	1.5	10	1.2	111	1.5	10	1.1	121	1.4	15	1.5	132	1.4
Pharmacology	38	5.9	361	6.1	57	8.4	403	6.0	37	4.4	469	6.2	68	7.7	512	6.0	61	6.1	577	6.2
Physiology	69	10.7	743	12.6	61	9.0	829	12.4	86	10.4	900	11.9	107	12.1	996	11.7	102	10.3	1092	11.7
Zoology	10	1.5	197	3.3	9	1.3	207	3.1	19	2.3	218	2.9	12	1.4	237	2.8	15	1.5	244	2.6
Biological Science	6	.9	33	.6	4	.6	39	.6	3	.4	44	.6	2	.2	49	.6	11	1.1	49	.6
Subtotal	*409*	*63.2*	*4020*	*68.2*	*430*	*63.4*	*4519*	*67.4*	*516*	*62.5*	*5036*	*66.5*	*537*	*60.7*	*5634*	*65.9*	*627*	*63.2*	*6109*	*65.6*
CLINICAL																				
Anesthesiology	2	.3	1	*	0	.0	3	*	0	.0	3	*	1	.1	3	*	1	.1	4	*
Chemotherapy	0	.0	0	.0	1	*	0	.0	0	.0	1	*	0	.0	1	*	0	.0	1	*
Dermatology	0	.0	3	.1	0	.0	3	*	0	.0	3	*	0	.0	3	*	0	.0	3	*
Endrocrinology	4	.6	41	.7	3	.5	46	.7	7	.9	50	.7	3	.4	57	.7	2	.2	58	.7
Geriatrics	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0
Internal Medicine	2	.3	42	.7	5	.9	45	.7	5	.6	50	.7	5	.6	55	.7	10	1.0	61	.7
General Medicine	4	.6	87	1.5	4	.7	96	1.5	10	1.2	103	1.4	6	.7	117	1.4	7	.7	116	1.2
Neurology	0	.0	9	.2	1	*	9	.1	0	.0	10	.1	2	.2	9	.1	0	.0	10	.1
Obstetrics/Gynecology	0	.0	5	.1	0	.0	5	*	1	.1	6	.1	0	.0	7	.1	1	.1	8	.1
Oncology	0	.0	11	.2	0	.0	11	.2	0	.0	11	.1	1	.1	11	.1	0	.0	12	.1
Pathology	0	.0	23	.4	0	.0	23	.3	3	.4	24	.3	1	.1	27	.3	1	.1	27	.3
Pediatrics	0	.0	0	.0	0	.0	1	*	0	.0	1	*	0	.0	1	*	2	.2	3	*
Physical Medicine	0	.0	2	*	0	.0	2	*	0	.0	1	*	1	.1	2	*	0	.0	3	*
Public Health	6	.9	37	.6	8	1.3	46	.7	1	.1	55	.7	1	.1	58	.7	7	.7	57	.6
Psychiatry	0	.0	9	.2	1	*	10	2	1	.1	12	.2	3	.4	14	.2	1	.1	18	.2
Radiology	12	1.9	33	.5	8	1.3	49	.7	5	.6	60	.8	17	1.9	71	.8	8	.8	90	1.0
Surgery	4	.6	86	1.5	1	*	92	1.4	3	.4	98	1.3	1	.1	103	1.2	1	.1	101	1.1
Other Medical Science	2	.3	6	.1	3	.5	12	.2	2	.2	15	.2	1	.1	18	.2	1	.1	18	.2
Subtotal	*36*	*5.5*	*395*	*6.7*	*35*	*5.2*	*453*	*6.7*	*38*	*4.6*	*503*	*6.6*	*43*	*4.9*	*557*	*6.5*	*42*	*4.2*	*590*	*6.3*
OTHER																				
Physical Science	79	12.2	584	9.9	72	10.6	681	10.1	106	12.8	782	10.3	113	12.8	901	10.5	118	11.9	999	10.7
Social Science	96	14.8	698	11.9	107	15.8	819	12.2	108	13.1	968	12.8	142	16.0	1101	12.9	157	15.9	1217	13.0
Allied Health	10	1.6	102	1.7	17	2.5	115	1.7	27	3.3	141	1.8	16	1.8	170	2.0	16	1.6	185	2.0
Administration	3	.5	5	.1	2	.3	11	.2	1	.1	14	.2	6	.7	17	.2	2	.2	25	.3
All Other	6	.9	48	.8	9	1.3	59	.9	24	2.9	75	1.0	18	2.0	101	1.2	14	1.4	123	1.3
Subtotal	*194*	*30.0*	*1437*	*24.4*	*207*	*30.5*	*1685*	*25.1*	*266*	*32.2*	*1980*	*26.1*	*295*	*33.3*	*2290*	*26.8*	*307*	*31.0*	*2549*	*27.3*
Unknown	8	1.2	44	.7	6	.9	54	.8	6	.7	60	.8	10	1.1	68	.8	16	1.6	74	.8
TOTAL	647	100.0	5896	100.0	678	100.0	6711	100.0	826	100.0	7579	100.0	885	100.0	8549	100.0	992	100.0	9322	100.0

*Less than 0.1 percent.

Percentages may not add up to 100.0 due to rounding.

TABLE 24 (continued)

FULL-TIME Ph.D.'s BY YEAR																							
1973				1974				1975				1976				1977				1978			
Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty	Number of New Hires	Percent of New Hires	Number of Base Faculty	Percent of Base Faculty
73	7.3	851	8.4	48	4.8	912	8.5	65	6.4	927	8.2	53	5.9	961	8.2	54	6.1	973	8.1	47	6.2	988	8.0
170	16.9	1895	18.8	217	21.5	2019	18.7	192	19.0	2147	19.0	151	16.9	2259	19.2	183	20.5	2308	19.2	142	18.7	2381	19.2
44	4.4	452	4.5	46	4.5	482	4.5	39	3.9	503	4.5	48	5.4	521	4.4	46	5.2	548	4.5	30	4.0	569	4.6
1	.1	3	*	1	.1	4	*	0	.0	5	*	0	.0	4	*	0	.0	4	*	1	.1	4	*
1	.1	1	*	0	.0	2	*	2	.2	2	*	1	.1	4	*		.2	5	*	2	.3	6	*
14	1.4	167	1.7	21	2.1	179	1.7	14	1.4	192	1.7	8	.9	194	1.7	17	1.9	196	1.6	11	1.4	208	1.7
15	1.5	79	.8	10	1.0	93	.9	18	1.8	100	.9	25	2.8	114	1.0	14	1.6	137	1.1	9	1.2	149	1.2
74	7.3	868	8.6	62	6.2	911	8.5	74	7.3	939	8.3	74	8.3	974	8.3	57	6.4	1017	8.5	46	6.1	1031	8.3
2	.2	36	.4	2	.2	38	.4	7	.7	39	.4	5	.5	43	.4	4	.4	43	.4	2	.3	47	.4
21	2.1	148	1.5	14	1.4	165	1.5	10	1.0	173	1.5	14	1.6	172	1.5	15	1.7	183	1.5	14	1.8	195	1.5
46	4.6	627	6.2	53	5.2	657	6.1	49	4.9	676	6.0	51	5.7	697	5.9	45	5.1	717	6.0	49	6.4	740	6.0
120	11.9	1158	11.5	111	11.0	1231	11.4	102	10.1	1291	11.4	98	11.0	1325	11.3	90	10.1	1381	11.5	70	9.2	1402	11.3
23	2.3	249	2.5	15	1.5	269	2.5	13	1.3	273	2.4	13	1.4	270	2.3	6	.7	272	2.3	11	1.4	268	2.2
6	.6	65	.6	11	1.1	70	.6	8	.8	77	.7	14	1.6	81	.7	13	1.4	89	.7	7	.9	96	.8
610	*60.7*	*6599*	*65.5*	*611*	*60.6*	*7032*	*65.3*	*593*	*58.8*	*7344*	*65.0*	*555*	*62.1*	*7619*	*64.9*	*546*	*61.3*	*7873*	*65.4*	*441*	*58.0*	*8084*	*65.2*
0	.0	5	*	1	.1	5	.1	1	.1	6	.1	0	.0	6	*	0	.0	6	*	0	.0	4	*
0	.0	1	*	0	.0	1	*	0	.0	1	*	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0
1	.1	2	*	0	.0	3	*	0	.0	3	*	0	.0	3	*	0	.0	3	*	0	.0	3	*
9	.9	59	.6	5	.5	65	.6	4	.4	69	.6	7	.8	68	.6	9	1.0	72	.6	3	.4	77	.6
0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	1	*
14	1.4	70	.7	5	.5	81	.8	7	.7	81	.7	5	.6	82	.7	6	.7	87	.7	12	1.6	91	.7
14	1.4	118	1.2	8	.8	122	1.1	8	.8	123	1.1	6	.7	125	1.1	8	.9	123	1.0	3	.4	125	1.0
1	.1	11	.1	2	.2	12	.1	0	.0	14	.1	1	.1	13	.1	0	.0	14	.1	0	.0	11	.1
0	.0	9	.1	0	.0	7	.1	1	.1	5	.1	2	.2	6	*	1	.1	6	*	0	.0	7	.1
0	.0	12	.1	3	.3	12	.1	0	.0	16	.1	2	.2	15	.1	1	.1	17	.2	1	.1	18	.1
3	.3	27	.3	1	.1	30	.3	1	.1	28	.2	4	.5	28	.2	4	.5	30	.3	1	.1	33	.3
2	.2	5	*	0	.0	6	.1	2	.2	5	*	0	.0	7	.1	1	.1	6	*	3	.4	7	.1
1	.1	3	*	0	.0	4	*	1	.1	4	*	0	.0	5	*	1	.1	4	*	0	.0	5	*
5	.5	60	.6	4	.4	67	.6	6	.6	64	.6	7	.8	65	.6	4	.5	67	.6	7	.9	66	.5
2	.2	19	.2	2	.2	21	.2	2	.2	19	.2	1	.1	20	.2	1	.1	21	.2	2	.3	23	.2
4	.4	97	1.0	6	.6	100	.9	9	.9	103	.9	12	1.3	106	.9	9	1.0	115	1.0	3	.4	117	1.0
9	.9	100	1.0	3	.3	100	.9	4	.4	98	.9	3	.3	95	.8	4	.5	91	.8	6	.8	95	.8
1	.1	20	.2	0	.0	20	.2	2	.2	20	.2	0	.0	20	.2	2	.1	20	.2	0	.0	21	.2
66	*6.6*	*618*	*6.1*	*40*	*4.0*	*656*	*6.1*	*48*	*4.8*	*659*	*5.8*	*50*	*5.6*	*664*	*5.6*	*51*	*5.7*	*682*	*5.7*	*41*	*5.4*	*704*	*5.7*
123	12.3	1095	10.9	113	11.2	1172	10.9	139	13.8	1235	10.9	110	12.3	1294	11.0	116	13.0	1325	11.0	89	11.7	1374	11.1
142	14.1	1335	13.2	167	16.5	1422	13.2	164	16.2	1526	13.5	124	13.9	1605	13.7	142	15.9	1602	13.3	143	18.8	1672	13.5
16	1.6	190	1.9	17	1.7	201	1.9	15	1.5	211	1.9	17	1.9	206	1.7	13	1.4	195	1.6	20	2.6	198	1.6
4	.4	26	.2	2	.2	32	.3	4	.4	36	.3	8	.9	33	.3	4	.5	35	.3	2	.3	37	.3
25	2.5	130	1.3	35	3.5	153	1.4	22	2.2	177	1.6	22	2.5	195	1.7	14	1.6	199	1.7	18	2.3	208	1.6
310	*30.9*	*2776*	*27.5*	*334*	*33.1*	*2980*	*27.7*	*344*	*34.1*	*3185*	*28.2*	*281*	*31.5*	*3333*	*28.4*	*289*	*32.4*	*3356*	*27.9*	*272*	*35.7*	*3489*	*28.1*
18	1.8	90	.9	23	2.3	102	1.0	23	2.3	118	1.0	7	.8	128	1.1	5	.6	122	1.0	7	.9	122	1.0
1004	100.0	10083	100.0	1008	100.0	10770	100.0	1008	100.0	11306	100.0	893	100.0	11744	100.0	891	100.0	12033	100.0	761	100.0	12399	100.0

*Less than 0.1 percent.

Percentages may not add up to 100.0 due to rounding.

TABLE 25

NUMBER OF NON-DOCTORAL NEW HIRE AND BASE FACULTY IN SELECTED DISCIPLINES IN 1968, 1973 AND 1978

DISCIPLINE	1968				1973				1978			
	New Hires	Percent of Non-Doctoral	Base	Percent of Non-Doctoral	New Hires	Percent of Non-Doctoral	Base	Percent of Non-Doctoral	New Hires	Percent of Non-Doctoral	Base	Percent of Non-Doctoral
PUBLIC HEALTH Includes: Aerospace Medicine, Community Medicine, Environmental Health Science, Epidemiology, Maternal & Child Health, Tropical Medicine, Other	2	.7	39	3.1	6	1.5	64	2.8	8	3.2	62	2.5
PHYSICAL SCIENCE Includes: Chemistry, Engineering, Mathematics, Physics, Other	31	11.4	175	14.1	26	6.6	266	11.6	15	5.9	242	9.9
SOCIAL SCIENCE Includes: Anthropology, Economics, Political Science, Psychology, Social Work, Sociology, Other	93	34.1	293	23.5	115	29.0	596	26.0	54	21.3	616	25.1
ALLIED HEALTH Includes: Dentistry, Library Sciences, Nursing, Optometry, Pharmacy, Veterinary Medicine	54	19.8	271	21.8	124	31.2	550	24.0	88	34.6	664	27.0
ADMINISTRATION Research Administration, Education Administration, Hospital Administration	11	4.0	46	3.7	15	3.8	102	4.5	11	4.3	101	4.1
ALL OTHER	33	12.1	153	12.3	55	13.9	292	12.8	36	14.2	303	12.3
SUBTOTAL	224	82.1	977	78.5	341	86.0	1870	81.7	212	83.5	1988	80.9
BASIC SCIENCES TOTAL	45	16.5	227	18.2	45	11.3	346	15.1	34	13.3	378	15.4
CLINICAL SCIENCES TOTAL	3	1.0	28	2.3	8	2.0	58	2.5	4	1.6	72	2.9
UNKNOWN TOTAL	1	.4	12	1.0	3	.8	15	.7	4	1.6	18	0.7
TOTAL	273	100.0	1244	100.0	397	100.1	2289	100.0	254	100.0	2456	100.0

Percentages may not add to 100.0 due to rounding

IV. CURRENT RESPONSIBILITIES AND PREVIOUS PROFESSIONAL ACTIVITIES OF NEW HIRE FACULTY

Current Responsibilities of New Hire Faculty

Table 26 provides the number and percent distribution of the full-time new hire faculty by the diversity of their responsibilities.

The largest percent of the new hire faculty have multiple responsibilities, with teaching, research and patient care in 1978 having the highest percent (24.2%), as opposed to 1968 when teaching and research had the highest percent (25%).

New hire faculty with two areas of responsibility, teaching and research, shows a decline from 25.0 percent in 1968 to 15.9 percent in 1978. Teaching and patient care shows an increase from 11.3 percent in 1968 to 17.5 percent in 1978.

Teaching as one area of responsibility of the new hire faculty shows an increase from 6.2 percent in 1968 to 8.0 percent in 1978.

Research as one area of responsibility for new hires has increased from 5.7 percent in 1968 to 8.4 percent in 1978.

Those faculty who have four or more responsibilities have declined from 11.6 percent of the new hire faculty in 1968 to 4.9 percent in 1978.

Previous Professional Activity of New Hire Faculty

Since 1971 there has been a marked improvement in the quality of the data on prior professional activity for newly hired faculty: as the number of newly hired faculty with unknown prior professional activity has declined from a high of 13.8 percent in 1961 to only 0.9 percent in 1978. As a result, all of the known responses have tended to trend upward. Thus, the reported percent of new hires from employment and from training have both increased. When viewed as a percentage of new hires with known prior professional acitivity, however, this distribution has remained remarkably constant: 60/40 in favor of training in 1968 and 62/38 in favor of training in 1978.

For those new faculty with prior professional employment, U.S. active military has declined in importance as a source following the elimination of the doctor draft in 1973, while there has been a steady growth in new faculty who report prior non-faculty professional employment at a medical school.

There has been a very significant drop in new faculty coming directly from NIH/NIMH training programs. In 1968, this group amounted to 19.8 percent of new faculty -- 22.5 percent of those with known prior professional activity. By 1978, it had dropped to only 8.1 percent of new faculty. This is not surprising, as NIH/NIMH training activity has declined greatly over the past decade. Over the same period, faculty receiving their first appointment following residency training increased from 19.1 percent in 1968 to 24.8 percent in 1974 and 26.7 percent in 1978, compensating in part for the loss of research training as a source. (See Table 27)

TABLE 26

NUMBER AND PERCENT DISTRIBUTION OF FULL-TIME NEW HIRE FACULTY BY AREA OF RESPONSIBILITY 1968-1978

AREAS OF RESPONSIBILITY	NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ONE AREA OF RESPONSIBILITY																						
Teaching	128	6.2	126	5.7	156	6.0	191	6.1	170	5.3	164	4.3	153	4.3	196	5.3	187	5.2	186	5.6	206	8.0
Research	117	5.7	126	5.7	174	6.7	222	7.1	223	6.9	250	6.6	275	7.7	235	6.3	238	6.7	284	8.5	215	8.4
Patient Care	33	1.6	61	2.8	73	2.8	106	3.4	75	2.3	114	3.0	116	3.2	119	3.2	106	3.0	104	3.1	53	2.1
Administration	29	1.4	20	.9	38	1.5	36	1.2	29	.9	47	1.2	33	.9	34	.9	29	.6	19	.6	17	.7
Other	17	.8	11	.5	18	.7	15	.5	16	.5	34	.9	47	1.3	32	.9	35	1.0	22	.7	24	.9
Subtotal	*324*	*15.8*	*344*	*15.6*	*459*	*17.6*	*570*	*18.3*	*513*	*15.8*	*609*	*16.1*	*624*	*17.5*	*616*	*16.6*	*586*	*16.5*	*615*	*18.5*	*515*	*20.1*
TWO AREAS OF RESPONSIBILITY																						
Teaching, Research	515	25.0	511	23.2	579	22.2	576	18.4	652	20.1	647	17.1	590	16.5	597	16.1	562	15.8	507	15.2	407	15.9
Teaching, Patient Care	233	11.3	293	13.3	355	13.6	534	17.1	465	14.4	892	23.6	627	17.5	694	18.7	629	17.7	581	17.4	448	17.5
Teaching, Administration	50	2.4	48	2.2	55	2.1	51	1.6	61	1.9	44	1.2	46	1.3	41	1.1	49	1.4	39	1.2	30	1.2
Other Combination of Two	42	2.0	43	2.0	65	2.5	78	2.5	94	2.9	96	2.5	114	3.2	80	2.2	84	2.4	89	2.4	76	3.0
Subtotal	*840*	*40.8*	*895*	*40.6*	*1054*	*40.5*	*1239*	*39.7*	*1272*	*39.3*	*1679*	*44.4*	*1377*	*38.5*	*1412*	*38.0*	*1324*	*37.2*	*1207*	*36.3*	*961*	*37.4*
THREE AREAS OF RESPONSIBILITY																						
Teaching, Research, Patient Care	437	21.2	493	22.4	583	22.4	684	21.9	716	22.1	806	21.3	863	24.1	967	26.0	1003	28.2	900	27.0	621	24.2
Teaching, Research, Admin.	65	3.2	68	3.1	55	2.1	87	2.8	80	2.5	74	2.0	73	2.0	77	2.1	64	1.8	54	1.6	42	1.6
Teaching, Patient Care, Admin.	95	4.6	116	5.3	134	5.1	127	4.1	182	5.6	190	5.0	187	5.2	177	4.8	154	4.3	145	4.4	79	3.1
Other Combination of Three	17	.8	24	1.1	38	1.5	83	2.7	67	2.1	62	1.6	69	1.9	60	1.6	64	1.8	57	1.7	64	2.5
Subtotal	*614*	*29.9*	*701*	*31.8*	*810*	*31.1*	*981*	*31.4*	*1045*	*32.3*	*1132*	*29.9*	*1192*	*33.3*	*1281*	*34.5*	*1285*	*36.1*	*1156*	*34.7*	*806*	*31.4*
FOUR AREAS OF RESPONSIBILITY																						
Teach., Rsch., Pat. Care, Admin.	238	11.6	204	9.3	226	8.7	235	7.5	323	10.0	281	7.4	302	8.4	289	7.8	267	7.5	224	6.7	127	4.9
Other Combination of Four	17	.8	18	.8	18	.7	24	.8	23	.7	24	.6	23	.6	28	.8	28	.8	33	1.0	53	2.1
Subtotal	*255*	*12.4*	*222*	*10.1*	*244*	*9.4*	*259*	*8.3*	*346*	*10.7*	*305*	*8.1*	*325*	*9.1*	*317*	*8.5*	*295*	*8.3*	*257*	*7.7*	*180*	*7.0*
FIVE AREAS OF RESPONSIBILITY																						
Teaching, Research, Patient Care, Administration & Other	12	.6	22	1.0	18	.7	21	.7	13	.4	16	.4	13	.4	16	.4	18	.5	21	.6	30	1.2
UNKNOWN RESPONSIBILITY	12	.6	19	.9	19	.7	54	1.7	49	1.5	43	1.1	44	1.2	75	2.0	55	1.5	74	2.2	75	2.9
TOTAL	2057	100.0	2203	100.0	2604	100.0	3124	100.0	3238	100.0	3784	100.0	3575	100.0	3717	100.0	3563	100.0	3330	100.0	2567	100.0

Percentages may not add up to 100.0 due to rounding.

TABLE 27

NUMBER AND PERCENT OF FULL-TIME NEW HIRE FACULTY ACTIVITIES PRIOR TO FIRST YEAR OF APPOINTMENT AT A U.S. MEDICAL SCHOOL 1968-1978

ACTIVITY PRIOR TO JOINING MEDICAL SCHOOL FACULTY	FULL-TIME NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
PROFESSIONAL EMPLOYMENT																						
US Non Med High. Ed. Inst.	100	4.9	99	4.5	132	5.1	147	4.7	189	5.8	494	13.1	236	6.6	237	6.4	184	5.2	160	4.8	145	5.6
US Med Sch. - Volunteer	14	.7	10	.5	10	.4	17	.5	36	1.1	48	1.3	63	1.8	52	1.4	65	1.8	52	1.6	32	1.2
US Med Sch.-Non-Faculty	17	.8	35	1.6	31	1.2	28	.9	58	1.8	62	1.6	92	2.6	106	2.9	99	2.8	133	4.0	181	7.1
US Prim/Sec Ed. Inst.	0	.0	0	.0	1	.0	2	.1	1	.0	1	.0	4	.1	5	.1	4	.1	7	.2	9	.4
Private Practice	86	4.2	106	4.8	104	4.0	130	4.2	130	4.0	132	3.5	135	3.8	161	4.3	158	4.4	176	5.3	107	4.2
US Hospital/Non-Federal	46	2.2	52	2.4	76	2.9	94	3.0	150	4.6	158	4.2	172	4.8	198	5.3	153	4.3	157	4.7	107	4.2
State or Local Govern.	68	3.3	65	3.0	78	3.0	80	2.6	72	2.2	87	2.3	88	2.5	60	1.6	67	1.9	68	2.0	41	1.6
US Active Military	109	5.3	110	5.0	143	5.5	175	5.6	142	4.4	152	4.0	141	3.9	149	4.0	146	4.1	109	3.3	65	2.5
US Gov't - DOD	9	.4	13	.6	11	.4	8	.3	26	.8	43	1.1	49	1.4	47	1.3	44	1.2	36	1.1	25	1.0
US Gov't - PHS	48	2.3	39	1.8	45	1.7	32	1.0	52	1.6	58	1.5	60	1.7	42	1.1	51	1.4	38	1.1	29	1.1
US Gov't - VA	18	.9	23	1.0	18	.7	31	1.0	38	1.2	45	1.2	57	1.6	51	1.4	47	1.3	40	1.2	29	1.1
US Gov't - Other	87	4.2	69	3.1	71	2.7	71	2.3	33	1.0	12	.3	11	.3	12	.3	11	.3	7	.2	9	.4
Private Business	26	1.3	19	.9	21	.8	32	1.0	44	1.4	32	.8	40	1.1	46	1.2	27	.8	42	1.3	17	.7
Foundation	25	1.2	18	.8	32	1.2	25	.8	37	1.1	37	1.0	65	1.8	55	1.5	49	1.4	63	1.9	54	2.1
Foreign Employment	64	3.1	50	2.3	57	2.2	77	2.5	84	2.6	114	3.0	115	3.2	142	3.8	154	4.3	146	4.4	98	3.8
Other Employment	8	.4	3	.1	4	.2	12	.4	13	.4	10	.3	11	.3	18	.5	13	.4	28	.8	30	1.2
Subtotal	*725*	*35.2*	*711*	*32.3*	*834*	*32.0*	*961*	*30.8*	*1105*	*34.1*	*1485*	*39.2*	*1339*	*37.5*	*1381*	*37.2*	*1272*	*35.7*	*1262*	*37.9*	*976*	*38.1*
PROFESSIONAL TRAINING																						
Intern/Residency	393	19.1	451	20.5	557	21.4	778	24.9	757	23.4	899	23.8	888	24.8	1032	27.8	997	28.0	875	26.3	685	26.7
NIH/NIMH Training	408	19.8	438	19.9	490	18.8	429	13.7	404	12.5	405	10.7	369	10.3	281	7.6	297	8.3	291	8.7	207	8.1
US Medical School	53	2.6	62	2.8	77	3.0	99	3.2	186	5.7	213	5.6	191	5.3	218	5.9	198	5.6	157	4.7	104	4.1
Other US High. Ed. Inst.	110	5.3	122	5.5	139	5.3	193	6.2	303	9.4	334	8.8	342	9.6	298	8.0	254	7.1	214	6.4	129	5.0
Foreign Institution	19	.9	25	1.1	30	1.2	39	1.2	37	1.1	62	1.6	59	1.7	70	1.9	85	2.4	58	1.7	38	1.5
Other Training	108	5.3	107	4.9	119	4.6	195	6.2	246	7.6	291	7.7	305	8.5	333	9.0	383	10.7	409	12.3	402	15.7
Subtotal	*1091*	*53.0*	*1205*	*54.7*	*1412*	*54.2*	*1733*	*55.5*	*1933*	*59.7*	*2204*	*58.2*	*2154*	*60.3*	*2232*	*60.0*	*2214*	*62.1*	*2004*	*60.2*	*1565*	*61.0*
Unknown Employment or Training	*241*	*11.7*	*287*	*13.0*	*358*	*13.7*	*430*	*13.8*	*200*	*6.2*	*95*	*2.5*	*82*	*2.3*	*104*	*2.8*	*77*	*2.2*	*64*	*1.9*	*24*	*.9*
TOTAL FULL-TIME NEW HIRE FACULTY	2057	100.0	2203	100.0	2604	100.0	3124	100.0	3238	100.0	3784	100.0	3575	100.0	3717	100.0	3563	100.0	3330	100.0	2567	100.0

Percentages may not add up to 100.0 due to rounding.

V. GEOGRAPHIC DISTRIBUTION

Increase in Number of Medical Schools

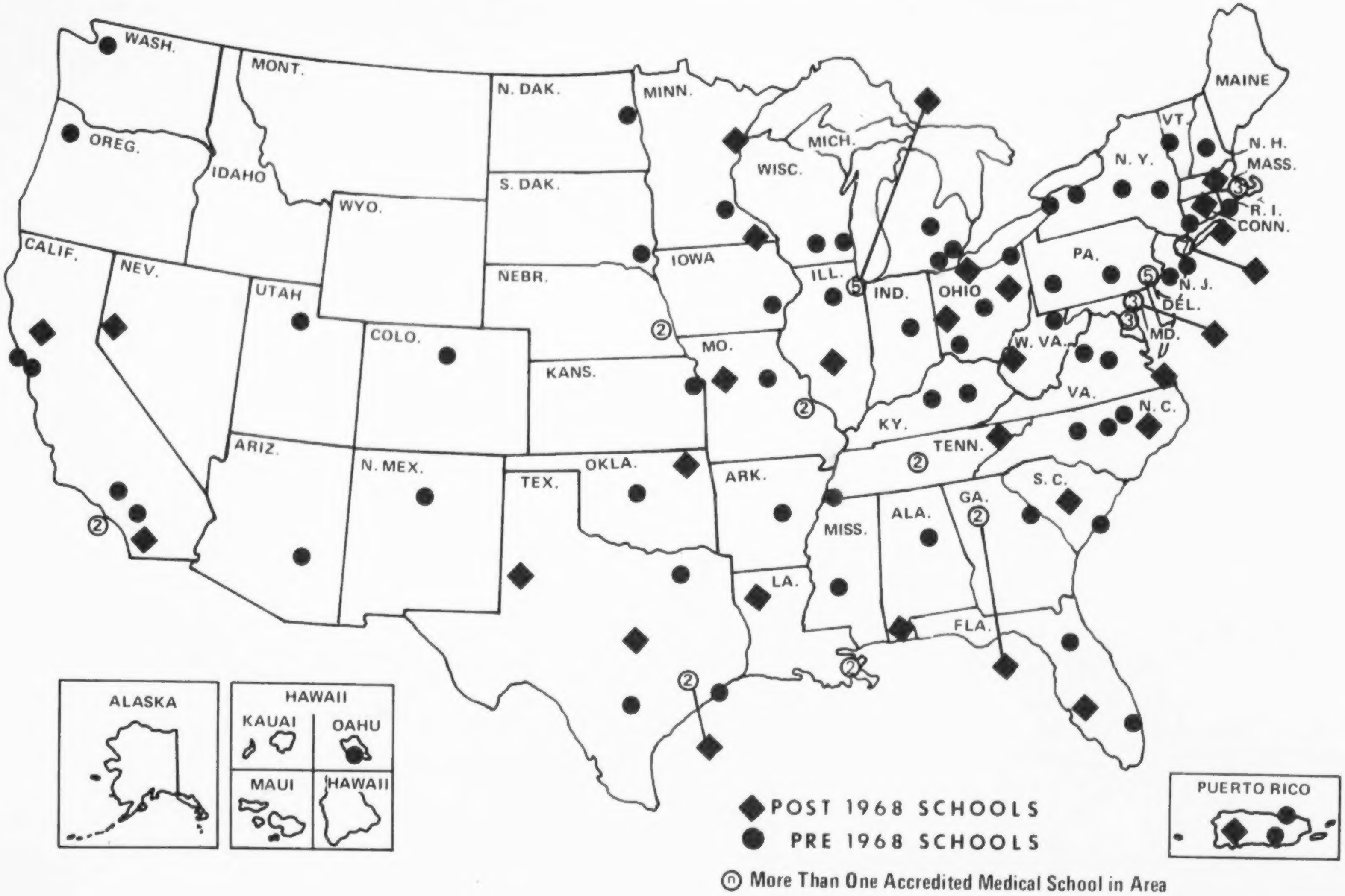
After a long period of stability, a period of extraordinary growth in medical education began in the early sixties. Starting from a base of eighty-five schools in 1959-60, forty new medical schools were started in the period ending 1978-79, an increase of 47 percent in the number of schools. Over the same period, enrollment increased by 108 percent, while the number of full-time faculty quadrupled. In the study interval 1968-1969 to 1978-1979, thirty schools were started, and the number of faculty doubled. The total number of new faculty recruited to medical education in this period was 33,759, and this does not include faculty members who moved from one medical school to another. Some of these new faculty did not stay in academe, and of course some of the older faculty departed also, so that the actual new growth was only about two-thirds of this amount. (See Figure 14.)

Accession of New Hires in Public and Private Schools

The majority of the new medical schools which have been created in recent years have been public schools, and these public schools have been responsible for recruitment of a majority of the new faculty, as one can see from Table 28. The private schools have been doing more than their share of the recruitment, however, when one takes into account the smaller number of private schools. Over the period in question, the number of newly recruited people per school shows a consistent increase -- from twenty-one new hires per school in 1968 to approximately thirty-three new hires per school in 1975.

FIGURE 14

MEDICAL SCHOOLS IN THE UNITED STATES, 1979


WASH.
MONT.
N. DAK.
MINN.
MAINE
OREG.
IDAHO
S. DAK.
WISC.
MICH.
VT.
N. H.
N. Y.
MASS.
R. I.
CONN.
WYO.
CALIF.
NEV.
UTAH
NEBR.
IOWA
ILL.
IND.
OHIO
PA.
N. J.
DEL.
MD.
COLO.
KANS.
MO.
W. VA.
VA.
KY.
N. C.
TENN.
ARIZ.
N. MEX.
TEX.
OKLA.
ARK.
S. C.
GA.
ALA.
MISS.
LA.
FLA.
ALASKA
HAWAII
KAUAI
OAHU
MAUI
HAWAII
PUERTO RICO
2
5
3
◆ POST 1968 SCHOOLS
● PRE 1968 SCHOOLS
ⓝ More Than One Accredited Medical School in Area

Accession of New Hires in New and Established Schools

The pattern of recruitment of faculty members new to academe by new medical schools is examined in Table 29. For each year, the schools are segregated by age, so that the number of newly recruited faculty is shown separately for schools new in 1968-69, schools one year old in 1968-69, etc.

One might think that new schools would be the principal places where new medical school faculty begin their academic careers, but this is not the case. In 1968-69, when the average school employed 20 faculty members new to medical education, the average new school employed 17 faculty members new to medical education. By 1976, new people averaged 29 per school at all schools, but 22 per school at new schools. Presumably, the new schools were also hiring senior faculty away from the established schools, and they may have been responsible indirectly for some of the new people at those established schools.

New Hire Faculty and School Maturation

Another interesting question concerns the evolution of recruitment of new faculty with the age of the school. Table 29 allows the examination of this question, also. There is one unusual number in the table, for schools 1 year old in 1973-74, when the figures appear unusually high. This is the result of the formal organization of the Mayo Medical School in that year. Since large numbers of Mayo physicians were given faculty appointments in a single year, there was an unusually large number of faculty new to medical education. This situation is so atypical that it should be disregarded in efforts to generalize from data in the table.

When the figures affected by the Mayo situation are excluded, one observes a steady increase in the number of new faculty per school with age of the school in the first seven years, followed by a decline. Since the numbers are small, one should not attempt too fine an interpretation, but it appears that the accession of new academic physicians and biomedical scientists is a steady process.

Research Training of New Hire Faculty

Table 30 and Figure 15 provide the percent of new hire faculty with research training at public and private schools. Until 1977 a greater percent of faculty with prior research training was at private schools.

Regional Distribution of New Hire Faculty

In order to assess the regional distribution of hire of new faculty, Table 31 displays regional locations of the medical schools and the number of M.D. and M.D./Ph.D. faculty who received their M.D. degree in a region and their faculty appointment in the same region and those who received their M.D. degree in a region but accepted their first appointment outside the region. In 1968 the percent of faculty who met the first criterion was 58.0 percent and this fraction remained fairly steady until 1977 and 1978 when it decreased to 56.5 percent and 54.0 percent respectively.

In recent years, more academically oriented physicians who received their degrees in the Northeast have been leaving the region to accept their first faculty appointment, while graduates of Southern Schools are staying in the region more than ever. In the West and Midwest, the fraction remaining within the region continues to be around 50 percent.

A new faculty appointment for a person with a U.S. degree indicates that the individual has not held a previous faculty appointment; however, foreign faculty with foreign degrees who may have held a previous appointment at a non-U.S. medical school are considered to be "new Hire" faculty on the date of their first U.S. medical school appointment. The distribution by region of appointment for

M.D. and M.D./Ph.D. faculty with a U.S. and a non-U.S. degree for six selected years, 1968, 1970, 1972, 1974, 1976, and 1978 is shown on Table 31. The total number of foreign M.D., M.D./Ph.D. new hires has been increasing from 436 in 1968 to 841 in 1977. However, a substantial decrease is noted for these faculty in 1978.

Within regions, the Southern and Western areas have been hiring greater fractions of foreign-trained faculty; the Southern region increased from 16.3 percent of those with foreign degrees in 1968 to 32.4 percent in 1978 and the Western region increased from 12.8 percent of those with foreign degrees in 1968 to 16.8 percent in 1978.

Retention of New Hire Faculty

Table 37 displays the percent of total full-time new hire faculty by year of their first appointment and their retention at any medical school from one to ten years after hire. It is interesting to note that faculty leaving the salaried full-time status at any U.S. medical school is increasing along with the fact that less new hire faculty are being appointed.

The figures for 1968 through 1972 are suspect as the Faculty Roster underwent a purge in 1977 of incomplete records received prior to 1973. There were approximately 5000 records deleted. Therefore the rate of retention of faculty is exaggerated in the early years. However, from 1973 to 1978 it is readily apparent that faculty are departing from the medical schools at a more rapid rate in the more current years.

Table 35 and Table 36 display the retention rate of the new hire faculty by gender.

TABLE 28

ACCESSION OF FULL-TIME NEW HIRES AT PUBLIC AND PRIVATE MEDICAL SCHOOLS

MEDICAL SCHOOLS	NEW HIRE FACULTY BY YEAR OF FIRST APPOINTMENT																																
	1968			1969			1970			1971			1972			1973			1974			1975			1976			1977			1978		
	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	School	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	School	New Hires Per School
Public Schools	1092	53	20.6	1125	55	20.5	1425	57	25.0	1779	61	29.2	1863	63	29.6	1926	65	29.6	2066	65	31.8	2129	65	33.4	2092	67	31.2	2065	71	29.1	1563	74	21.1
Private Schools	965	46	21.0	1078	46	23.4	1179	46	25.6	1345	47	28.6	1375	47	29.3	1858	49	37.9	1509	49	30.8	1588	49	32.4	1471	49	30.0	1265	49	25.8	1004	51	19.7
TOTAL	2057	99	20.8	2203	101	21.8	2604	103	25.3	3124	108	28.9	3238	110	29.4	3784	114	33.2	3572	114	31.3	3717	114	32.6	3563	116	30.7	3330	120	27.8	2567	125	20.5

TABLE 29

ACCESSION OF NEW FACULTY AT NEW MEDICAL SCHOOLS IN THEIR FIRST TEN YEARS 1968 - 1977

NEW MEDICAL SCHOOLS	FULL-TIME NEW HIRE FACULTY BY YEAR OF FIRST APPOINTMENT														
	1968			1969			1970			1971			1972		
	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	School	New Hires Per School
New Schools	106	4	26.5	19	2	9.5	6	2	3.0	78	5	15.6	43	3	14.3
Schools 1 year old	31	3	10.3	97	4	24.3	28	2	14.0	18	2	9.0	87	5	17.4
Schools 2 years old	43	3	14.3	28	3	9.3	99	4	24.8	32	2	16.0	24	2	12.0
Schools 3 years old	-	0	-	34	3	11.3	51	3	17.0	101	4	25.3	28	2	14.0
Schools 4 years old	22	1	22.0	-	0	-	44	3	14.7	56	3	18.7	83	4	20.8
Schools 5 years old	4	1	4.0	24	1	24.0	-	0	-	53	3	17.7	75	3	25.0
Schools 6 years old	-	0	-	5	1	5.0	19	1	19.0	-	0	0	73	3	24.3
Schools 7 years old	-	0	-	-	0	-	6	1	6.0	22	1	22.0	-	0	-
Schools 8 years old	14	1	14.0	-	0	-	-	0	-	7	1	7.0	33	1	33.0
Schools 9 years old	-	0	-	10	1	10.0	-	0	-	-	0	-	14	1	14.0
Schools 10 years old	-	0	-	-	0	-	22	1	22.0	-	0	-	-	0	-
TOTAL	220	13	16.9	217	15	14.5	275	17	16.2	367	21	17.5	460	24	19.2

TABLE 29 (continued)

FULL-TIME NEW HIRE FACULTY BY YEAR OF FIRST APPOINTMENT														
1973			1974			1975			1976			TOTAL		
New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School	New Hires	Schools	New Hires Per School
38	3	12.7	-	0	-	-	0	-	33	2	16.5	323	21	15.4
420	3	14.0	34	3	11.3	-	0	-	-	0	-	715	22	32.5
79	5	15.8	113	3	37.7	40	3	13.3	-	0	-	458	25	18.3
24	2	12.0	73	5	14.6	95	3	31.7	33	3	11.0	439	25	17.6
16	2	8.0	31	2	15.5	78	5	15.6	64	3	21.3	394	23	17.1
123	*4*	*30.8*	33	2	16.5	63	2	31.5	80	5	16.0	455	21	21.7
73	3	24.3	*152*	*4*	*38.0*	39	2	19.5	51	2	25.5	412	16	25.8
55	3	18.3	73	3	24.3	*180*	*4*	*45.0*	45	2	22.5	381	14	27.2
-	0	-	58	3	19.3	66	3	22.0	*159*	*4*	*39.8*	337	13	25.9
31	1	31.0	-	0	-	53	3	17.7	78	3	26.0	186	9	20.7
4	1	4.0	29	1	29.0	-	0	-	60	3	20.0	115	6	19.2
863	27	32.0	596	26	22.9	614	25	24.6	603	27	22.3			

TABLE 30

PUBLIC AND PRIVATE SCHOOL DISTRIBUTION OF FULL-TIME NEW HIRE FACULTY WITH AND WITHOUT RESEARCH TRAINING 1968-1978

NEW FACULTY APPOINTMENTS AT MEDICAL SCHOOLS	NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Public Medical Schools	1092	53.1	1125	51.1	1425	54.7	1779	56.9	1863	57.5	1926	50.9	2066	57.8	2129	57.3	2092	58.7	2065	62.0	1563	60.9
With Research Training	*216*	*19.8*	*222*	*19.7*	*258*	*18.1*	[illegible]	*18.7*	*361*	*19.4*	*415*	*21.5*	[illegible]	[illegible]	*452*	*21.7*	*471*	*22.6*	[illegible]	[illegible]	*456*	*27.3*
Without Research Training	*876*	*80.2*	*903*	*80.3*	*1167*	*81.9*	*1446*	*81.3*	*1502*	*80.6*	*1511*	[illegible]	*1609*	[illegible]	*1676*	[illegible]	*1621*	*77.4*	[illegible]	[illegible]	*1137*	*72.7*
Private Medical Schools	965	46.9	1078	48.9	1179	45.3	1345	43.1	1375	42.5	1858	49.1	1509	42.2	1588	42.7	1471	41.3	1265	38.0	1004	39.1
With Research Training	*248*	*25.7*	*278*	*25.8*	*287*	*24.3*	*288*	*21.4*	*347*	*25.2*	*403*	*21.7*	*392*	*26.0*	*357*	*22.5*	*371*	*25.2*	[illegible]	[illegible]	*251*	*25.0*
Without Research Training	*717*	*74.3*	*800*	*74.2*	*892*	*75.5*	*1057*	*78.6*	*1028*	*74.8*	*1455*	*78.3*	*1117*	*74.0*	*1231*	*77.5*	*1100*	*74.8*	*970*	*76.6*	*753*	*75.0*
TOTAL FULL-TIME NEW HIRE FACULTY	2057	100.0	2203	100.0	2604	100.0	3124	100.0	3238	100.0	3784	100.0	3575	100.0	3717	100.0	3563	100.0	3330	100.0	2567	100.0

Figure 15

PERCENT DISTRIBUTION OF NEW HIRES WITH RESEARCH TRAINING AT PUBLIC AND PRIVATE SCHOOLS

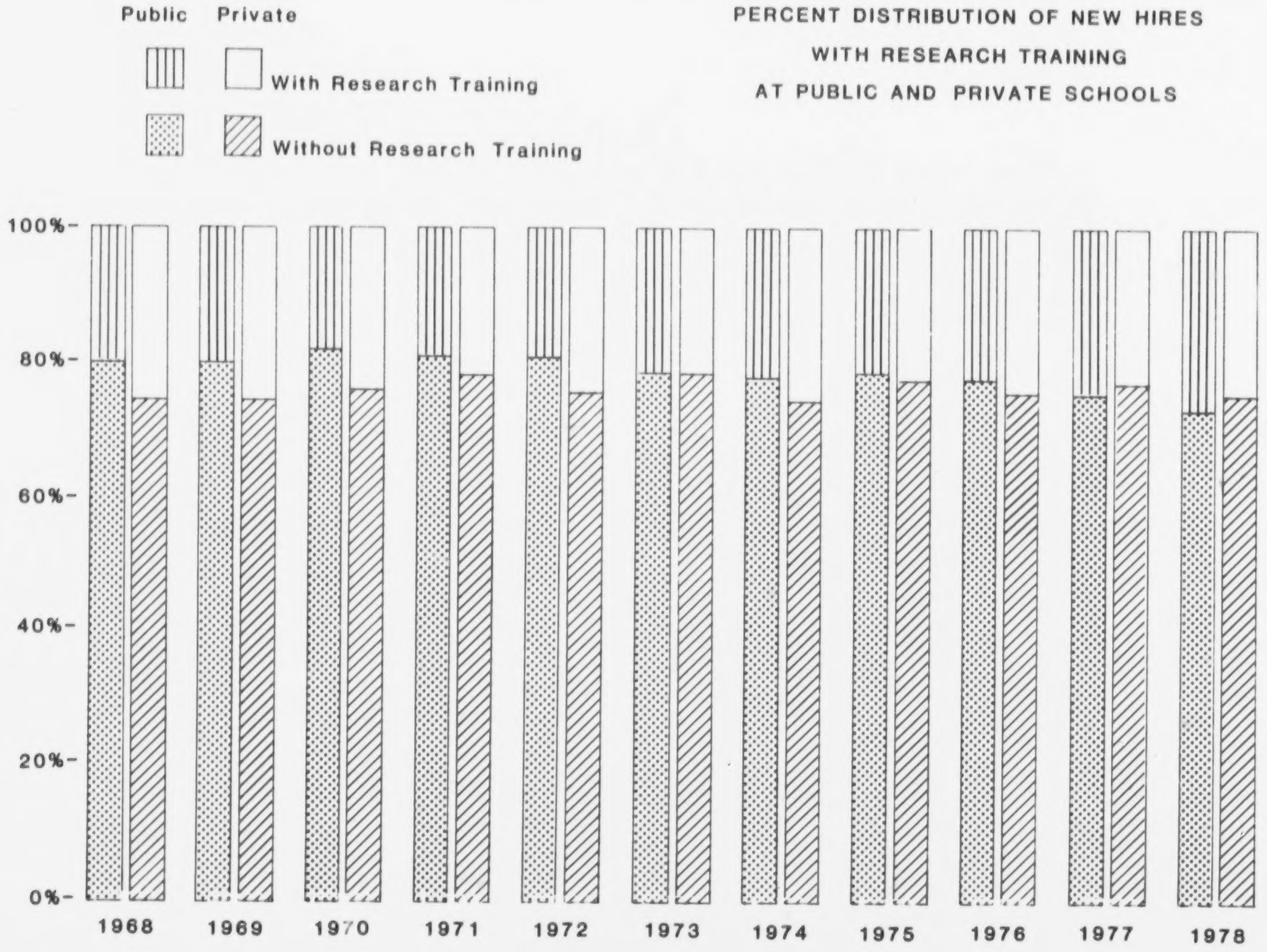


TABLE 31

NUMBER DISTRIBUTION OF M.D. AND M.D./Ph.D. NEW HIRE FACULTY WITH U.S. M.D. DEGREE BY REGION AWARDING DEGREE AND REGION OF FIRST APPOINTMENT

LOCATION OF MEDICAL SCHOOL	FULL-TIME M.D. NEW HIRE FACULTY BY YEAR OF FIRST APPOINTMENT														
	1968			1969			1970			1971			1972		
	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Pegion	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region
Northeast	402	249	651	413	244	657	443	319	762	476	383	859	525	354	879
South	235	114	349	254	119	373	295	130	425	360	169	529	397	194	591
Midwest	211	229	440	245	255	500	315	313	628	420	308	728	407	354	761
West	89	88	177	108	97	205	126	104	230	141	126	267	130	131	261
Puerto Rico	3	1	4	6	1	7	7	2	9	8	3	11	10	1	11
Total M.D. and M.D./ Ph.D. New Hires with U.S. M.D. Degree	940	681	1621	1026	716	1742	1186	868	2054	1405	989	2394	1469	1034	2503

TABLE 31 (Continued)

FULL-TIME M.D. NEW HIRE FACULTY BY YEAR OF FIRST APPOINTMENT																	
1973			1974			1975			1976			1977			1978		
Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region	Received Degree and First Appointment In Same Region	Received Degree in Region and Appointment Outside Region	Total New Hires Receiving Degree In Region
599	443	1042	500	417	917	591	420	1011	542	450	992	439	410	849	263	387	650
400	227	627	437	219	656	524	196	720	480	193	673	487	202	689	398	151	549
570	363	933	448	364	812	448	385	833	410	318	728	368	368	736	288	278	566
163	153	316	182	166	348	148	121	269	155	157	312	163	147	310	128	108	236
8	3	11	15	4	19	15	2	17	14	3	17	13	4	17	11	3	14
1740	1189	2929	1582	1170	2752	1726	1124	2850	1601	1121	2722	1470	1131	2601	1088	927	2015

TABLE 32

GEOGRAPHIC LOCATION OF FIRST U.S. MEDICAL SCHOOL APPOINTMENT OF ALL FULL-TIME NEW HIRE FACULTY WITH U.S. OR FOREIGN DEGREE 1968-1978

GEOGRAPHIC LOCATION WITHIN THE UNITED STATES	1968						1970						1972					
	Appointment with U.S. Degree		Appointment with Foreign Degree		Total Appointments		Appointment with U.S. Degree		Appointment with Foreign Degree		Total Appointments		Appointment with U.S. Degree		Appointment with Foreign Degree		Total Appointments	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Northeastern	592	36.5	184	42.2	776	37.7	633	30.8	219	39.8	852	32.7	766	30.6	300	40.8	1066	32.9
Southern	419	25.9	71	16.3	490	23.8	563	27.4	118	21.5	681	26.2	763	30.5	158	21.5	921	28.4
Midwestern	352	21.7	123	28.2	475	23.1	514	25.0	158	28.7	672	25.8	618	24.7	202	27.5	820	25.3
Western	250	15.4	56	12.8	306	14.9	336	16.4	52	9.5	388	14.9	343	13.7	70	9.5	413	12.8
Puerto Rico	8	.5	2	.5	10	.5	8	.4	3	.5	11	.4	13	.5	5	.7	18	.6
TOTAL	1621	100.0	436	100.0	2057	100.0	2054	100.0	550	100.0	2604	100.0	2503	100.0	735	100.0	3238	100.0

Percentages may not total 100.0% due to rounding.

TABLE 32 (Continued)

1974						1976						1978					
Appointment with U.S. Degree		Appointment with Foreign Degree		Total Appointments		Appointment with U.S. Degree		Appointment with Foreign Degree		Total Appointments		Appointment with U.S. Degree		Appointment with Foreign Degree		Total Appointments	
Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
752	27.3	328	39.9	1080	30.2	749	27.5	292	34.7	1041	29.2	380	18.9	139	25.2	519	20.2
837	30.4	176	21.4	1013	28.3	866	31.8	231	27.5	1097	30.8	761	37.8	179	32.4	940	36.6
727	26.4	227	27.6	954	26.7	676	24.8	225	26.8	901	25.3	516	25.6	132	23.9	648	25.2
415	15.1	87	10.6	502	14.0	413	15.2	82	9.8	495	13.9	342	17.0	93	16.8	435	16.9
21	.8	5	.6	26	.7	18	.7	11	1.3	29	.8	16	.8	9	1.6	25	1.0
2752	100.0	823	100.0	3575	100.0	2722	100.0	841	100.0	3563	100.0	2015	100.0	552	100.0	2567	100.0

TABLE 33

NUMBER AND PERCENT DISTRIBUTION OF M.D. AND M.D./Ph.D. NEW HIRE FACULTY RECEIVING APPOINTMENT AT SCHOOL GRANTING M.D. DEGREE

RECEIVED APPOINTMENT	FULL-TIME M.D. NEW HIRES BY YEAR OF FIRST APPOINTMENT																					
	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
At School Granting M.D. Degree	204	17.6	215	16.9	295	19.7	352	18.7	316	17.0	357	14.6	331	15.4	427	18.0	427	17.8	357	16.4	290	17.8
At School Other Than School Granting M.D. Degree	958	82.4	1060	83.1	1205	80.3	1530	81.3	1543	83.0	2081	85.4	1814	84.6	1948	82.0	1978	82.2	1825	83.6	1339	82.2

TABLE 34

PERCENT OF RETENTION OF MALE FULL-TIME NEW HIRE FACULTY BY YEAR OF FIRST APPOINTMENT

NUMBER OF YEARS	MALE NEW HIRES BY YEAR OF FIRST APPOINTMENT										
	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
Total Number of Male New Hire Faculty	1719	1807	2159	2539	2615	3130	2836	2974	2886	2709	1979
Percentage Present After:											
1 Year	99.9	99.3	98.7	93.3	95.5	91.8	92.0	88.4	86.7	87.7	--
2 Years	99.7	98.5	93.6	83.4	88.9	83.6	82.2	77.5	77.3	--	--
3 Years	98.8	93.9	87.1	76.5	82.8	76.5	74.7	70.3	--	--	--
4 Years	95.5	88.8	81.9	71.3	76.6	70.2	69.0	--	--	--	--
5 Years	90.6	84.4	76.1	65.7	69.8	66.4	--	--	--	--	--
6 Years	86.0	79.0	71.2	62.3	65.2	--	--	--	--	--	--
7 Years	81.3	74.3	67.3	57.4	--	--	--	--	--	--	--
8 Years	77.4	69.9	64.0	--	--	--	--	--	--	--	--
9 Years	73.9	66.6	--	--	--	--	--	--	--	--	--
10 Years	71.4	--	--	--	--	--	--	--	--	--	--

TABLE 35

PERCENT OF RETENTION OF FEMALE FULL-TIME NEW HIRE FACULTY BY YEAR OF FIRST APPOINTMENT

NUMBER OF YEARS	FEMALE NEW HIRES BY YEAR OF FIRST APPOINTMENT										
	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
Total Number of Female New Hire Faculty	338	396	445	585	623	654	739	743	677	621	588
Percentage Present After:											
1 Year	99.7	99.5	99.3	93.0	96.6	89.9	91.7	87.7	89.3	90.3	--
2 Years	99.1	98.7	90.1	83.9	89.9	80.4	80.0	73.8	80.3	--	--
3 Years	97.9	93.4	79.8	75.0	81.0	71.4	67.4	66.2	--	--	--
4 Years	90.8	82.1	73.7	68.3	73.3	64.6	60.5	--	--	--	--
5 Years	82.2	75.8	66.7	62.2	66.6	59.0	--	--	--	--	--
6 Years	76.6	70.7	60.7	57.9	62.7	--	--	--	--	--	--
7 Years	70.7	65.4	55.5	54.1	--	--	--	--	--	--	--
8 Years	65.7	61.4	51.9	--	--	--	--	--	--	--	--
9 Years	61.5	58.6	--	--	--	--	--	--	--	--	--
10 Years	59.5	--	--	--	--	--	--	--	--	--	--

TABLE 36

PERCENT OF RETENTION OF TOTAL FULL-TIME NEW HIRE FACULTY BY YEAR OF FIRST APPOINTMENT

NUMBER OF YEARS	NEW HIRES BY YEAR OF FIRST APPOINTMENT										
	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
Total Number of New Hire Faculty	2057	2203	2604	3124	3238	3784	3575	3717	3563	3330	2567
Percentage Present After:											
1 Year	99.9	99.3	98.8	93.2	95.7	91.5	91.9	88.3	87.2	88.2	--
2 Years	99.6	98.5	93.0	83.5	89.1	83.0	81.8	76.8	77.9	--	--
3 Years	98.7	93.8	85.9	76.3	82.4	75.6	73.2	69.5	--	--	--
4 Years	94.8	87.6	80.5	70.7	75.9	69.3	67.2	--	--	--	--
5 Years	89.3	82.9	74.5	65.1	69.2	65.1	--	--	--	--	--
6 Years	84.4	77.5	69.4	60.1	64.7	--	--	--	--	--	--
7 Years	79.5	72.7	65.3	56.8	--	--	--	--	--	--	--
8 Years	75.5	68.4	61.9	--	--	--	--	--	--	--	--
9 Years	71.9	65.2	--	--	--	--	--	--	--	--	--
10 Years	69.5	--	--	--	--	--	--	--	--	--	--

APPENDICES

APPENDIX A.

PUBLIC AND PRIVATE SCHOOL LISTING

YEAR: 1967-1968 BASE: 95

PRIVATE SCHOOLS

Albany Medical College
Albert Einstein College
Baylor University
Boston University
Bowman Gray School of Medicine
Brown University
Case Western Reserve University
Chicago Medical School
Columbia University
Cornell University
Creighton University
Dartmouth Medical School
Duke University
Emory University
Georgetown University
George Washington University
Hahnemann Medical College
Harvard Medical School
Howard University
Jefferson Medical College
Johns Hopkins University
Loma Linda University
University of Louisville
Loyola Univ. Stritch School of Med.
Meharry Medical College
University of Miami
New York Medical College
New York University
Northwestern University
Medical College of Pennsylvania
University of Pennsylvania
University of Pittsburgh
Pritzker School of Med., U. of Chicago
University of Rochester

PUBLIC SCHOOLS

University of Alabama
University of Arizona
University of Arkansas
University of California, Irvine
University of California, Los Angeles
University of California, San Francisco
University of Cincinnati
University of Colorado
University of Florida
Medical College of Georgia
University of Hawaii
University of Illinois
University of Indiana
University of Iowa
University of Kansas
University of Kentucky
State University of Louisiana
University of Maryland
University of Michigan
Michigan State University, East Lansing
University of Minnesota
University of Mississippi
University of Missouri-Columbia
University of Nebraska
New Jersey College of Medicine
University of New Mexico
SUNY - Buffalo
SUNY - Downstate Medical Center
SUNY - Upstate Medical Center
University of North Carolina
University of North Dakota
Ohio State University
University of Oklahoma
University of Oregon

YEAR: 1967-68 BASE: 95 (Cont.)

PRIVATE SCHOOLS

Saint Louis University
University of Southern California
Stanford University
Temple University
Tufts University
Tulane University
Vanderbilt University
Washington University
Medical College of Wisconsin
Yale University

PUBLIC SCHOOLS

Pennsylvania State University, Hershey
University of Puerto Rico
Rutgers Medical School
Medical College of South Carolina
State University of South Dakota
University of Tennessee
University of Texas, Medical Branch-Galveston
University of Texas, San Antonio
University of Texas, Southwestern
University of Utah
University of Vermont
Medical College of Virginia
University of Virginia
University of Washington
Wayne State University
West Virginia University
University of Wisconsin

BASE: 95 Schools

	PRIVATE SCHOOLS (44)	PUBLIC SCHOOLS (51)
1968-69	Mount Sinai School of Medicine of the City University of New York	University of California, Davis University of California, La Jolla University of Connecticut
1969-70	0	Louisiana State University (Shreveport) Medical College of Ohio at Toledo
1970-71	0	University of Massachusetts University of Texas, Houston
1971-72	Rush Medical College	SUNY - Stonybrook University of Nevada University of Florida, Tampa University of Missouri, Kansas City

BASE: 95 Schools (Cont.)

	PRIVATE SCHOOLS	PUBLIC SCHOOLS
1972-73	Mayo Medical School	Texas Tech, Lubbock University of Minnesota, Duluth
1973-74	Eastern Virginia Medical School	University of South Alabama, Mobile Southern Illinois University
1974-75	0	0
1975-76	0	0
1976-77	0	Uniformed Services University of Health Sciences Wright State University
1977-78	0	University of South Carolina Texas A & M University East Carolina University Northeastern Ohio Universities College of Med.
1978-79	Catholic University of Puerto Rico School of Medicine at Morehouse College (Georgia) Oral Roberts University (Oklahoma)	Marshall University (Huntington, W.VA.) East Tennesse State University
1979-80	University of De Cayey (Puerto Rico)	0

Total: 126 Schools

APPENDIX B

DEFINITION OF TERMS

The definitions of full-time, part-time salaried medical school faculty and voluntary faculty comprise the following classes of faculty reported to the Faculty Roster System.

SFT 1. Strict full-time medical school faculty are those who receive their entire professional income as a fixed annual amount from funds controlled by the medical school or its parent institution, who devote their full time to the programs of the medical school, and whose professional activities *are under the direct auspices and control of the medical school.*

GFT 2. Geographic full-time medical school faculty are those who receive a guaranteed base salary all or most of which is paid from funds controlled by the medical school, but who may earn income from professional activities, who conduct *all* of their professional work in the institution(s) paying the base salary, and whose professional activities *are under the direct auspices and control of the medical school.*

PTS 3. Part-time salaried medical school faculty are those who recieve regular payment for part-time professional activity from funds controlled by the medical school, and whose professional activities *are under the direct auspices and control of the medical school.* (Other professional activities and other income are outside the jurisdiction of the medical school.)

SFTA 4. Strict full-time affiliated faculty are those who receive their entire professional income as a fixed annual amount from one or a variety of sources (medical school, parent institution, owned or affiliated institutions and their parents), devote their full time to the programs of the medical school, but whose professional activities *are not under the direct auspices and control of the medical school.*

GFTA 5. Geographic full-time affiliated faculty are those who receive a guaranteed base salary and who are paid their base salary from one or a variety of sources (usually affiliated hospitals) and may earn some income from professional activities, and whose professional activities *are not under the direct auspices and control of the medical school.*

PTSA 6. Part-time salaried affiliated faculty are those who receive regular payment for part-time professional activity by a medical school-owned or affiliated hospital or institution, and whose professional activities *are not under the direct auspices and control of the medical school.* (Other professional activities and other income are outside the jurisdiction of the institution(s) from which reimbursement is received.)

VOL 7. Volunteer non-salaried faculty are those who hold faculty appointments at the medical school, *but do not receive regular salary from either the medical school or an affiliated institution*

APPENDIX C.
VARIABLES

Accession Item #	Form Name	Value-Definitions	Table(s)
2	Medical School by Region	Albany Boston Brown Columbia Connecticut Cornell Dartmouth Einstein Georgetown George Washington Hahnemann Harvard Howard Jefferson Johns Hopkins Maryland Massachusetts Mt. Sinai New Jersey New York M. C. New York U. M. C. of Pennsylvania Pennsylvania State U. of Pennsylvania Pittsburgh Rochester Rutgers SUNY Buffalo SUNY Downstate SUNY Stony Brook SUNY Upstate Temple Tufts Uniform Services Vermont Yale = Northeastern	35
		Alabama-Birmingham Arkansas Baylor Bowman Gray Duke East Carolina East Tennessee State East Virginia Emory Florida Florida State Georgia Kentucky Louisiana-New Orleans Louisiana-Shreveport Louisville Marshall University Meharry Miami Mississippi Morehouse North Carolina Oklahoma Oral Roberts South Alabama South Carolina U. South Carolina South Florida Tennessee Texas A & M Texas-Galveston Texas-Houston	

Accession Item #	Form Name	Value-Definitions	Table(s)
2	Medical School by Region (Cont.)	Texas-San Antonio Texas Southwestern Texas Tech Tulane Vanderbilt M. C. of Virginia U. of Virginia West Virginia = Southern Case Western Chicago Medical U. of Chicago Cincinnati Creighton Illinois Indiana Iowa Kansas Loyola Stritch Mayo Michigan State U. of Michigan Minnesota-Duluth Minnesota-Minneapolis Missouri-Columbia Missouri K. C. Nebraska North Dakota Northeastern Ohio Northwestern Ohio State M. C. Ohio-Toledo Rush M. C. St. Louis South Dakota South Illinois Washington U.-St. Louis Wayne State Wisconsin M. C. of Wisconsin Wright State = Midwestern Arizona California-Davis California-Irvine California-Los Angeles California-San Diego California-San Francisco Colorado Hawaii Loma Linda Nevada New Mexico Oregon Southern California Stanford Utah U. of Washington-Seattle = Western	35

Accession Item #	Form Name	Value-Definitions	Table(s)
2	Medical School by Region (Cont.)	Catholic U.-P.R. Cayey Med.-P.R. Puerto Rico = Puerto Rico	35
2	Medical School by Control	Albany Albert Einstein Baylor Boston U. Bowman Gray Brown Case Western Chicago M. S. Columbia Cornell Creighton Dartmouth Duke Emory Georgetown George Washington Hahnemann Harvard Howard Jefferson Johns Hopkins Loma Linda U. of Louisville Loyola U. Stritch Meharry U. of Miami New York M. C. New York U. Northwestern M. C. of Pennsylvania U. of Pennsylvania Pennsylvania State-Hershey Pittsburgh Pritzker, U. of Chicago Rochester Saint Louis U. U. of Southern California Stanford Temple Tufts Tulane Vanderbilt Washington U. M. C. of Wisconsin Yale = Private Schools Alabama Arizona Arkansas California-Irvine California-Los Angeles California-San Francisco U. of Cincinnati Colorado	33

Accession Item #	Form Name	Value-Definitions	Table(s)
2	Medical School by Control (cont.)	Florida Georgia Hawaii Illinois Indiana Iowa Kansas Kentucky Louisiana State U. Maryland Michigan Minnesota Michigan State-East Lansing Mississippi Missouri-Columbia Nebraska New Jersey New Mexico North Carolina North Dakota Ohio State Oklahoma Oregon Puerto Rico Rutgers South Carolina South Dakota SUNY-Buffalo SUNY-Downstate SUNY-Upstate Tennessee Texas-Galveston Texas-San Antonio Texas-Southwestern Utah Vermont Virginia U. of Virginia Washington Wayne State West Virginia Wisconsin = Public Schools	33
2	New Medical Schools	California-Davis California-San Diego Catholic U.-Puerto Rico Connecticut De Cayey-Puerto Rico East Carolina East Tennessee State East Virginia Louisiana-Shreveport Marshall U. Massachusetts Mayo Minnesota-Duluth Texas A & M Texas-Houston Texas Tech Missouri K. C. Morehouse Mt. Sinai Nevada Northeastern Ohio M. C. Ohio-Toledo Oral Roberts Rush M. C. South Alabama South Carolina Southern Illinois South Florida SUNY-Stony Brook Uniform Services Wright State	31

Accession Form #	Name	Value-Definitions		Table(s)
2	New Medical Schools	Texas A & M Texas-Houston Texas Tech	Uniform Services Wright State	

Accession	Item #	Form Name	Value-Definitions	Table(s)
5		SSN	Unique for each faculty member	1
			Used to match New Hires against yearly study tapes to determine if person was an active faculty member x years after appointment.	38, 39, 40
6		Sex	1=Male 2=Female (Faculty with unknown gender were allocated based on distribution of those with known gender.)	8, 9, 10, 11
7		Ethnic/Racial Self-Identification	0=Do not wish to respond 1=American Indian 2=Asian or Pacific Islander 3=Black, non-Hispanic 4=Mexican American or Chicano 5=Puerto Rican (Hispanic) 6=Other Hispanic 7=White (non-Hispanic) 9=Unknown	11
			1,3,4,5=Underrepresented Minorities 2,6=Other Minorities 7=Caucasian 0,9=Unreported	12
8		Date of Birth	Age=1980 minus year of birth	10
10		Current Citizenship	101,103=U.S. Citizen All others=Non-U.S. Citizen (Faculty with unknown citizenship were allocated citizenship based on percentage distribution of known citizenship.)	13

Accession Item #	Form Name	Value-Definitions	Table(s)
11a	Primary Department	9999=Unknown >00999,<01999=Anatomy >01999,<02999=Biochemistry >04999,<05999=Microbiology >05999,<06999=Pathology >06999,<07999=Pharmacology >07999,<08999=Physiology >08999,<09999=Other Basic Sciences >09999,<10999=Anesthesiology >10999,<11999=Dermatology >11999,<12999=Family Practice >12999,<13999=Internal Medicine >13999,<14999=Neurology >14999,<15999=OB/Gyn >15999,<16999=Ophthalmology >16999,<17999=Orthopedic Surgery >17999,<18999=Otolaryngology >19999,<20999=Pediatrics >20999,<21999=Physical Medicine and Rehabilitation >21999,<22999=Psychiatry >22999,<23999=Public Health and Preventive Medicine >23999,<24999=Radiology >24999,<25999=Surgery >25999,<29999=19505=Other Clinical >29999,<99999=Other	6
11d	Equivalent Rank	1=Professor 2=Associate Professor 3=Assistant Professor 4=Instructor 8=Other	4

Accession Item #	Form Name	Value-Definitions	Table(s)
13	Nature of Employment	0=Full-time Status Unknown 1=Strict Full-time Medical School 2=Geographic Full-time Medical School 3=Part-time Salaried Medical School 4=Strict Full-time Affiliate 5=Geographic Full-time Affiliate 6=Part-time Salaried Affiliate 7=Volunteer 8=Part-time Status Unknown 9=Full-/Part-time Unknown 0,1,2,4,5=Salaried Full-time 3,6,8=Salaried Part-time	1, 2, 3
16	Areas of Responsibility-Teaching	0=Unknown 1=Teaching as responsibility with other responsibilities 2=Teaching as primary responsibility 3=Teaching as only responsibility 4=No teaching responsibility	29
16	Areas of Responsibility-Research	0=Unknown 1=Research as one responsibility with other responsibilities 2=Research as primary responsibility 3=Research as only responsibility 4=No research responsibility	29
16	Areas of Responsibility	00=Unknown 01=Teaching 02=Research 03=Patient Care 04=Administration 05=Other 06=Teaching, Research 07=Teaching, Patient Care 08=Teaching, Administration 09=Other two 10=Teaching, Research, Patient Care	28

Accession Item #	Form Name	Value-Definitions	Table(s)
16	Areas of Responsibility (Cont.)	11=Teaching, Research, Administration 12=Teaching, Patient Care, Administration 13=Other three 14=Teaching, Research, Patient Care, Administration 15=Other four 16=All five	28
17	Year of 1st Appointment	Base=Appointment year prior to study year	1, 5, 6, 8, 10, 14, 24, 26, 29
17	Year of 1st Appointment	New Hires=Appointment year equal to study year	All tables
18	Activities Prior to 1st Appointment	Copied from form	30
26d	Year M.D. Completed	Item 17 (Year of 1st Appointment) minus year of M.D. completion	15
26-30a	Degree Type	1=M.D./Ph.D. 2=M.D. 3=Ph.D. 4=Other Health Doctorate 5=Masters or Bachelors (non-doctorate) 6=None or unknown degree	5, 9, 14
26-30c	Degree Institution	>80, <82 U.S.-Canada >82, <90 Foreign ≥99 Nationality Unknown	14, 35

Accession Item #	Form Name	Value-Definitions	Table(s)
27b	Ph.D. Field of Study	102=Anatomy 106=Biochemistry 110=Biology 126=Ecology 129=Entomology 134=Genetics 138=Immunology 142=Microbiology 146=Nutrition 150=Pathology 154=Pharmacology 158=Physiology 180=Zoology 190=Biological Science 202=Anesthesiology 206=Chemotherapy 210=Dermatology 212=Endocrinology 214=Geriatrics 218=Internal Medicine 222=General Medicine 230=Neurology 234=OB/Gyn 238=Oncology 242=Clinical Pathology 246=Pediatrics 250=Physical Medicine and Rehabilitation 254=Public Health and Preventive Medicine 258=Psychiatry 262=Radiology 266=Surgery 299=Other Medical Science 300=Physical Science 400=Social Science 500=Allied Health	26, 27

Accession Item #	Form Name	Value-Definitions	Table(s)
27b	Ph.D. Field of Study (Cont.)	600=Administration 900=All other 000=Unknown	26, 27
31	Internship	0=Unknown Internship 1=Internship 2=No Internship	16
34	Residency	0=No Residency 1=One Residency 2=Two or more Residencies 9=Unknown Residency	16
35	Most Recent Residency Program	00=Unknown 10=Anesthesiology 11=Dermatology 12=Family Practice 13=Internal Medicine 14=Neurology 15=OB/Gyn 16=Ophthalmology 17=Orthopedic Surgery 18=Otolaryngology 19=Pathology 20=Pediatrics 21=Physical Medicine and Rehabilitation 22=Psychology 23=Preventive Medicine 24=Radiology 25=Surgery	18
39a	Primary Specialty	00=Unknown Specialty 10=Anesthesiology 11=Dermatology 12=Family Practice 13=Internal Medicine	24, 25

Accession Item #	Form Name	Value-Definitions	Table(s)
39a	Primary Specialty (Cont.)	14=Neurology 15=OB/Gyn 16=Ophthalmology 17=Orthopedic Surgery 18=Otolaryngology 19=Pathology 20=Pediatrics 21=Physical Medicine and Rehabilitation 22=Psychiatry 23=Public Health and Preventive Medicine 24=Radiology 25=Surgery 99=None	24, 25
39b	Board Certification	0=No 1=Yes	25
42=0 43a-45a=c 48a-52a blank	Research Training	0=No Research Training	17, 18, 19, 33
43a-45a=R 48a-52a non-blank	Research Training	1=Research Training	17, 18, 19, 33
43-45	Fellowships	43 w/data, 44-45 blank= 1 Fellowship 43 and 44 contain data= 2 or more Fellowships 43-45 blank=No Fellowships	20, 21

Accession Item #	Form Name	Value-Definitions	Table(s)
48-52	Fellowships	48 contains data, others blank=1 Fellowship 48 and 49 contain data= 2 Fellowships 48-52 blank=No Fellowships	20, 21
43d-45d 48d-52d	Fellowships by Source of Award	1=NIH 2=PHS 3=DHEW (other) 4=NSF 5=VA 6=Federal-other 7=Foundation 8=Industry 9=Other 0=Unknown	22, 23

FULL-TIME AND PART-TIME SALARIED MEDICAL FACULTY RECORD
(TERMS IN REVERSE ARE DEFINED ON OPPOSITE SIDE OF FORM)

MEDICAL SCHOOL OF CURRENT EMPLOYMENT ____________________

EFFECTIVE DATE OF DATA ___/___/___

NAME ____________ (LAST) ____________ (FIRST TWO INITIALS)
2 SEX MALE ☐ FEMALE ☐
3 SOC SEC NO ___/___/___
4 BIRTHDATE ___/___/___
5 BIRTHPLACE (COUNTRY) ____________

6 CITIZENSHIP ____________
7 FORMER CITIZENSHIP (IF NATURALIZED) ____________
8 DATE OF NATURALIZATION ___/___/___
9 VISA STATUS TEMPORARY ☐ PERMANENT ☐

10 DEPARTMENT (OR ADMINISTRATIVE UNIT EQUAL TO OR ABOVE DEPT. LEVEL) ____________
11 ACADEMIC RANK ____________
12 ADMINISTRATIVE TITLE ____________

13 JOINT DEPARTMENT ____ [illegible] (CIRCLE ONE) ____________ (DEPT. NAME)
14 ACADEMIC RANK ____________
15 ADMINISTRATIVE TITLE ____________

16 [illegible] ____________ 16A ____________ 16B ____________

17 [illegible] AREAS OF RESPONSIBILITY TEACHING ☐ RESEARCH ☐ SERVICE ☐ ADMINISTRATION ☐ OTHER ☐

18 [illegible] STRICT FULL-TIME ☐ STRICT FULL-TIME AFFILIATED ☐ GEOGRAPHIC FULL-TIME ☐ GEOGRAPHIC FULL-TIME AFFILIATED ☐ PART-TIME SALARIED ☐

18A AFFILIATION

PAST PROFESSIONAL EMPLOYMENT HISTORY: (LIMIT TO LAST 10 YEARS, BEGINNING WITH DATE CURRENT EMPLOYMENT BEGAN AND WORK BACKWARDS)

COMPLETE COLUMNS e-h FOR MEDICAL SCHOOL EMPLOYMENT ONLY

	YEARS FROM (a)	TO (b)	TYPE OF EMPLOYMENT (c) (IF ACADEMIC, ENTER SCHOOL NAME AND LOCATION)	[illegible] (d)	DEPARTMENT (e)	[illegible] (f)	ACADEMIC RANK (g)	ADMINISTRATIVE TITLE (h)
19			CURRENT SCHOOL					
20				☐☐☐☐☐				
21				☐☐☐☐☐				
22				☐☐☐☐☐				
23				☐☐☐☐☐				
24				☐☐☐☐☐				
25				☐☐☐☐☐				

26 PLEASE CHECK THE SOURCE FROM WHICH YOU ORIGINALLY ENTERED MEDICAL SCHOOL EMPLOYMENT (CHECK ONLY ONE)
NIH TRAINING PROGRAM ☐ PRIVATE PRACTICE ☐ EDUCATION INSTITUTION OTHER THAN MEDICAL SCHOOL ☐ MILITARY SERVICE ☐
RESIDENCY ☐ FEDERAL GOV'T ☐ STATE OR LOCAL GOV'T ☐ OTHER (SPECIFY) ____________

26A YEAR OF FIRST MEDICAL SCHOOL FACULTY APPOINTMENT: ____________

27 HAVE YOU EVER SERVED AS A VOLUNTEER NON-SALARIED FACULTY MEMBER AT A MEDICAL SCHOOL YES ☐ NO ☐
28 LATEST YEAR ____________

EARNED DEGREES
(LIST ALL DEGREES)

29 IF NO EARNED DEGREES, PLEASE CHECK ☐

		SPECIFY DEGREE (a)	FIELD OF STUDY (b)	INSTITUTION CONFERRING DEGREE (c)	STATE (COUNTRY, IF FOREIGN)	YEAR COMP. (d)
M.D., D.O., OR FOREIGN EQUIVALENT	30		MEDICINE			
PH. D. OR EQUIVALENT	31					
OTHER HEALTH PROF. DOCTORATES	32					
MASTERS	33					
BACHELORS	34					

ITEMS 36-54 TO BE COMPLETED BY M.D.'S, D.O.'S OR FOREIGN EQUIVALENT ONLY

INTERNSHIPS IN THE U. S. A.

U.S. HOSPITAL (a) CITY STATE YEAR COMP. (b)

215

215

38

RESIDENCIES IN THE U. S. A.

39 NONE ☐

	U. S. HOSPITAL (a)	CITY	STATE	SERVICE (b)	YEAR COMP (c)
40					
41					
42					
43					

U. S. MEDICAL SPECIALTY BOARD CERTIFICATION 45 NONE ☐

46 FIRST CERTIFICATION ____________ 47 YEAR ______ 48 SECOND CERTIFICATION ____________ 49 YEAR ______

FOREIGN MEDICAL SPECIALTY CERTIFICATION: 52 NONE ☐ 53 SPECIALTY ____________ 54 YEAR ______

PREDOCTORAL SUPPORT (LIST SUPPORT FOR SIX MONTHS DURATION OR LONGER)

55 NONE ☐

INSTITUTION OF TRAINING (a)	DISCIPLINE (b)	PURPOSE (c)	SOURCE OF AWARD (d)	YEARS FROM (e)	YEARS TO (f)

POSTDOCTORAL SUPPORT (LIST SUPPORT FOR SIX MONTHS DURATION OR LONGER)

59 NONE ☐

INSTITUTION OF TRAINING (a)	DISCIPLINE (b)	PURPOSE (c)	SOURCE OF AWARD (d)	YEARS FROM (e)	YEARS TO (f)

CURRENT PARTICIPATION IN NIH TRAINING GRANTS: (USE ONE LINE PER TRAINING GRANT)

64 NONE ☐

	DISCIPLINE (a)	DIRECTOR (b)	STAFF (c)	SALARY SUPPORT YES (d)	SALARY SUPPORT NO (e)
65		☐	☐	☐	☐
66		☐	☐	☐	☐
67		☐	☐	☐	☐

75. ETHNIC GROUP:

1 BLACK AMERICAN
2 AMERICAN INDIAN
3 MEXICAN AMERICAN
4 PUERTO RICAN
5 OTHER SPANISH SURNAMED
6 ORIENTAL (CHINA/JAPAN)
7 OTHER ASIAN
8 CAUCASIAN
9 OTHER

CURRENT PARTICIPATION IN OTHER FEDERAL PROGRAMS: (INCLUDING NIH)

68 NONE ☐

	FEDERAL AGENCY (a)	NATURE OF PROGRAM ACTIVITY (b) RESEARCH	EDUCATION	PATIENT CARE	OTHER	NAME OF SPONSORING AGENCY'S PROGRAM (c)	SALARY SUPPORT YES (d)	SALARY SUPPORT NO (e)
69		☐	☐	☐	☐		☐	☐
70		☐	☐	☐	☐		☐	☐
71		☐	☐	☐	☐		☐	☐
72		☐	☐	☐	☐		☐	☐
73		☐	☐	☐	☐		☐	☐

DEAN'S OFFICE FILE

SOC. SEC. NO.

74 ______ / ______ / ______

217

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AAMC FACULTY ROSTER

AAMC Form FR-1
Rev. 4/79

DATA RELEASE POLICY

Information maintained in the Faculty Roster System will be released only in accordance with the following policy: Items designated Ⓒ, Confidential, will be released only to the individual faculty member and to an authorized representative of the school. Items designated Ⓡ, Restricted, will be furnished to authorized individuals at member schools and others at the discretion of the AAMC President. Unrestricted, Ⓤ, items are considered directory information. Aggregates of any class of data items may be published.

1. **DATE OF FORM COMPLETION:** Ⓤ ____/____/____ Month Day Year

2. **MEDICAL SCHOOL REPORTING:** Ⓤ ______________________________

3. **OPTIONAL INFORMATION:** Ⓒ ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐ (For school use only)

A. BACKGROUND INFORMATION

4. **NAME OF FACULTY MEMBER:** Ⓤ

4a. LAST ______________________________ (Indicate if Jr., III, etc.)

4b. FIRST ______________________________

4c. MIDDLE ______________________________

5. **SOCIAL SECURITY NUMBER:** Ⓒ ____/____/____

6. **SEX** *(Check one)*: Ⓡ 1____ Male 2____ Female

7. **ETHNIC/RACIAL SELF-IDENTIFICATION:** Ⓡ

Check only one:

1____ American Indian or Alaskan native
2____ Asian or Pacific Islander
3____ Black, not of Hispanic origin
4____ Mexican American or Chicano (Hispanic)
5____ Puerto Rican (Hispanic)
6____ Other Hispanic
7____ White, not of Hispanic origin
0____ Do not wish to respond

8. **DATE OF BIRTH:** Ⓡ ____/____/____ Month Day Year

9. **BIRTHPLACE** (Country) Ⓡ ______________________________

10. **CURRENT CITIZENSHIP** (Country): Ⓤ ______________________________

10a. VISA STATUS OF NON-U.S. CITIZENS: Ⓡ

Check one:

1____ Temporary
2____ Permanent
0____ Not Applicable (U.S. Citizen)

B. CURRENT APPOINTMENT INFORMATION

11. **PRIMARY APPOINTMENT IN MEDICAL SCHOOL:** Ⓤ

IF PRIMARY APPOINTMENT IS NOT IN MEDICAL SCHOOL, check here ☐ and go to Item 12 (i.e., the primary appointment may be in a School of Dentistry, Nursing, Pharmacy, etc.)

11a. **MEDICAL SCHOOL DEPARTMENT:** (Or Administrative Unit Equal to or above Dept. level)

____

11b. **ARE YOU THE CHAIRPERSON OF THIS UNIT?** ☐ Yes ☐ No

11c. **ACADEMIC RANK** (in Primary Department):

______________________________ (Enter exact wording of academic rank)

11d. **EQUIVALENT ACADEMIC RANK:** (Indicate the closest equivalent rank to the rank entered in Item 11c.)

Check only one

1____ Professor	4____ Instructor
2____ Associate Professor	8____ Other
3____ Assistant Professor	0____ None/Not Applicable

12. **JOINT APPOINTMENT MEDICAL SCHOOL DEPARTMENT:** Ⓤ

IF NO JOINT APPOINTMENT is held in the medical school, check here ☐ and go to Item 13.

12a. **MEDICAL SCHOOL DEPARTMENT:** (Or Administrative Unit Equal to or above Dept. level)

____

12b. **ARE YOU THE CHAIRPERSON OF THIS UNIT?** ☐ Yes ☐ No

12c. **ACADEMIC RANK** (in Joint Department)

______________________________ (Enter exact wording of academic rank)

12d. **EQUIVALENT ACADEMIC RANK:** (Indicate the closest equivalent rank to the one entered in Item 12c.)

Check only one

1____ Professor	4____ Instructor
2____ Associate Professor	8____ Other
3____ Assistant Professor	0____ None/Not Applicable

13. **NATURE OF EMPLOYMENT:** Ⓒ

Check only the one most applicable for medical school appointment

Salaried Appointment in the Medical School

1____ SFT Strict full-time in the medical school
2____ GFT Geographic full-time in the medical school
3____ PTS Part-time salaried in the medical school

Salaried Appointment in an Affiliated Institution (including VA, teaching hospitals)

4____ SFTA Strict full-time in an affiliated institution
5____ GFTA Geographic full-time in an affiliated institution
6____ PTSA Part-time salaried in an affiliated institution

} 13a ______________________________ (name of affiliated institution)

VOLUNTEER STATUS

7____ VOL Voluntary (Not salaried by either the medical school or an affiliated institution)

14. BEGINNING MONTH AND YEAR OF CURRENT, CONTINUOUS EMPLOYMENT AS A SALARIED FACULTY MEMBER AT THIS SCHOOL OR ONE OF ITS AFFILIATED INSTITUTIONS: Ⓒ ______/______ Month Year

15. TENURE STATUS: Ⓒ *(Check one)*

1____Tenured
2____On Tenure Track (eligible for tenure)
3____Not on Tenure Track
4____Tenure Not Available at the Institution

16. MAJOR AREAS OF RESPONSIBILITY FOR THE MEDICAL SCHOOL: Ⓒ

Indicate usual functional activities in any combination of Teaching/Instruction, Research, Patient Care, Administration, or Other Professional Activity. If a Primary responsibility for the medical school exists, enter "P" in the appropriate box. Check (X) other applicable areas only if they are performed at least 10% of the time for the medical school.

☐ Teaching/Instruction
☐ Research
☐ Patient Care (Patient Education)
☐ Administration
☐ Other Professional Activities

C. PROFESSIONAL EMPLOYMENT HISTORY Ⓤ

17. YEAR OF FIRST SALARIED FACULTY APPOINTMENT AT A U.S. MEDICAL SCHOOL: Ⓤ ______________

(Includes appointments while salaried by an affiliated institution if a faculty appointment was held)

18. PROFESSIONAL EMPLOYMENT OR TRAINING ACTIVITY IMMEDIATELY PRIOR TO FIRST U.S. MEDICAL SCHOOL SALARIED ACADEMIC FACULTY EMPLOYMENT: Ⓤ

CHECK ONLY ONE

PROFESSIONAL EMPLOYMENT

01____U.S. Non-Medical Higher Education Institution
02____U.S. Medical School - Volunteer Faculty
03____U.S. Medical School - Non-Faculty Position
04____U.S. Primary/Secondary Educational Institution
05____Private Practice of Medicine
06____U.S. Hospital (Non-Federal)
07____State or Local Government (U.S.)
08____U.S. Active Military Service
09____U.S. Government - DOD & Military Hospitals
10____U.S. Government - PHS (Include PHS Hospitals, NIH, & NIMH)
11____U.S. Government - Veterans Administration (include V.A. Hospitals)
12____U.S. Government - Other
13____Private Business or Industry
14____Foundation, Research Institute, Association (or other non-profit organization)
15____Foreign Employment
16____Other Employment
(Specify)______________________________

OR PROFESSIONAL TRAINING

20____Internship/Residency
21____NIH/NIMH Training Program
22____U.S. Medical School
23____Other U.S. Higher Education Institution
24____Foreign Educational Institution
25____Other Professional Training
(Specify)______________________

19-24. PREVIOUS PROFESSIONAL EMPLOYMENT: Ⓤ
(List most recent employment first.)

				If Employment was on Faculty of a Medical School, Indicate:								
					Complete only if faculty status held							
	Years		Type of Employment (If Academic, Enter School Name and Location) (If Non-Academic, Enter from Professional Employment List above) *(Report internships, residencies and fellowships in Items 31-37, 42-45, and 47-52)*	Check if Medical School Faculty Status	Major Areas of Responsibility (e)*					Medical School Department	Nature of Employment (Full or Part Time Salaried or Volunteer)	Highest Academic Rank Held
	From	To			Teaching	Research	Patient Care	Admin.	Other			
	(a)	(b)	(c)	(d)	(Check as applicable)					(f)	(g)	(h)**
19												
20												
21												
22												
23												
24												

*Enter "P" if one activity was a primary responsibility for the medical school; check (X) other areas only if performed at least 10% of the time for the medical school.

**Indicate closest equivalent academic rank from following list:

1 - Professor	3 - Asst. Professor	8 - Other	
2 - Assoc. Professor	4 - Instructor	0 - None/Not Applicable	

220

221

1. **EDUCATION AND TRAINING** Ⓤ

25-30. **EARNED DEGREES AT THE BACHELOR'S LEVEL AND ABOVE.** (If two degrees at the same level are held, enter the more recent.)

25. **IF NO EARNED DEGREES, PLEASE CHECK** ☐

		SPECIFY DEGREE (a)	FIELD OF STUDY (Select from Discipline List) (b)	INSTITUTION CONFERRING DEGREE (c)	STATE (If U.S.) COUNTRY (If Foreign)	YEAR COMPLETED (d)
26	M.D., D.O., M.B.B.S., OR FOREIGN EQUIVALENT		MEDICINE			
27	PH.D. OR EQUIVALENT					
28	OTHER HEALTH RELATED DOCTORATE					
29	MASTERS					
30	BACHELORS					

M.D.'S ONLY (INCLUDING D.O.'S AND FOREIGN EQUIVALENT) COMPLETE THIS SECTION: ITEMS 31-45 (Ph.D.'s and Ph.D. Candidates, go to Items 47-52)

1-37. **POST M.D. INTERNSHIPS AND RESIDENCIES IN THE U.S.A.:** Ⓤ

		HOSPITAL (a)	CITY	STATE	YEAR COMPLETED (b)
31. INTERNSHIP IN THE U.S.A. ☐ NONE	32				

		RESIDENCY PROGRAM (Select from Residency Program List) (a)	HOSPITAL(S) at which residency requirements completed. (b)	CITY	STATE	YEAR COMPLETED (c)	BOARD ELIGIBILITY *Circle one* (d)	
34. RESIDENCIES IN THE U.S.A. ☐ NONE *(Report fellowships in Items 43-45)*	35						Yes	No
	36						Yes	No
	37						Yes	No

39-41. **MEDICAL SPECIALTY OR SUB-SPECIALTY AND U.S. BOARD CERTIFICATIONS (M.D.'S ONLY):** Ⓤ

(Select from M.D. Specialty List)

		U. S. Board Certified?		Year Certified
39a.	Primary Specialty ____________	b. ☐ Yes	☐ No	c. ________
40a.	Second Specialty ____________	b. ☐ Yes	☐ No	c. ________
41a.	Third Specialty ____________	b. ☐ Yes	☐ No	c. ________

42-45 **POST M.D. FELLOWSHIPS OF SIX MONTHS' DURATION OR LONGER FOR RESEARCH OR CLINICAL TRAINING:** Ⓤ

42 ___ NONE

	Indicate Research (R) or Clinical (C) Training (a)	INSTITUTION OF TRAINING (b)	SPECIALTY/DISCIPLINE (Select from Specialty or Discipline List) (c)	SOURCE OF AWARD (Select from List Below) (d)	YEARS From (e)	YEARS To (f)
43						
44						
45						

SOURCE OF AWARD LIST

1	NIH	National Institutes of Health
2	PHS	Other Public Health Service
3	DHEW-Other	All Other Dept. Health, Education & Welfare
4	NSF	National Science Foundation
5	VA	Veterans Administration
6	FED-Other	Federal - Other
7	FDN	Foundation, society, association
8	IND	Industry, business
9	OTH	All other, please specify

PH.D.'S AND PH.D. CANDIDATES ONLY COMPLETE THIS SECTION

47-52 **PRE- AND POST-PH.D. RESEARCH TRAINING FELLOWSHIPS OF SIX MONTHS' DURATION OR LONGER:** Ⓤ

47 ___ NONE

Do not duplicate information supplied in Items 43-45.

	PRE- OR POST-DOCTORAL (a)	INSTITUTION OF TRAINING (b)	DISCIPLINE (Select from Discipline List) (c)	SOURCE OF AWARD (Select from List Above) (d)	YEARS From (e)	YEARS To (f)
48						
49						
50						
51						
52						

APPENDIX E

REFERENCES

Anderson, P.W., *Descriptive Study of Salaried Medical School Faculty*. Washington, D.C.: Association of American Medical Colleges, December, 1975.

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Higgins, E.J., "Participation of Women and Minorities on U.S. Medical School Faculties," *Journal of Medical Education. Volume 54, No. 8, March, 1979, pg. 252.*

Jolly, H.P. and Higgins, E.J., *Participation of Women and Minorities on U.S. Medical School Faculties, 1978*. Washington, D.C.: Association of American Medical Colleges, June, 1979.

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Higgins, E.J., *Comparison of Characteristics of U.S. Medical School Salaried Faculty in the Past Decade, 1968-1978*. Washington, D.C.: Association of American Medical Colleges, October, 1979.